UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/46/1
11 September 1991

ORIGINAL: ENGLISH

Forty-sixth session
FIFTH COMMITTEE
Item 109 of the provisional agenda*

PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1992-1993

Status of technological innovations in the United Nations

Report of the Secretary-General

INTRODUCTION

1. In its resolution 44/200 C of 21 December 1989, the General Assembly requested the Secretary-General to prepare, for distribution to the General Assembly at its forty-fifth session, a report on the status of the introduction of electronic data processing and new technologies in the United Nations. This report appeared as document A/45/478, dated 12 October 1990 and contained, inter alia, a detailed discussion of the benefits accrued to the Organization from automation. The General Assembly took note of the report and, in resolution 45/254 C of 21 December 1990, requested that the original report be updated in the context of the proposed programme budget for the biennium 1992-1993. The following paragraphs briefly summarize important developments in technological innovations that have occurred during the past year. A report which deals with telecommunications in the Organization will be issued separately.

2. The present report emphasizes the issues relating to how the present computing infrastructure has been enhanced during the reporting period. By infrastructure is meant the computing equipment, the software, the data communications networks and the highly technical skills that the computer support staff must possess to maintain the computing environment for the Organization. This in no sense is meant to downplay the importance of end-user applications that use this infrastructure. Rather, it reflects the

---

* A/46/150.

changing role of the central computing facility from a centralized mainframe computing shop to one providing a variety of services to end users who, themselves, are becoming responsible for developing and maintaining their own applications, with the central facility acting in a consultative, advisory capacity.

I. REVIEW OF DESKTOP TECHNOLOGY

A. Provision of desktop equipment

3. During the past year, the Secretariat has continued its efforts to place a computer on the desk of each individual staff member (excluding trades and crafts and security staff). By the end of 1991 it is expected that nearly 3,000 personal computers will have been installed at Headquarters. This represents an increase of an estimated 1,400 machines during the biennium 1990-1991. Based on preliminary information, the number of microcomputers at Headquarters is expected to increase to 4,000 in the next biennium. There is a similar need to add desktop capacity at other duty stations. The most notable example of the introduction of desktop technology has been at the Economic Commission for Africa (ECA), where nearly 400 personal computers were installed during the first quarter of 1991.

4. At ECA, a team composed of officials from the Commission and Headquarters first conducted an assessment of the activities that could benefit from the application of desktop technology. The results were then used to draw up a work plan and budget to provide the appropriate technology. This included microcomputer workstations, both desktop and industrial printing equipment, and support facilities to train staff and provide for maintenance of the equipment. Ongoing administrative and technical support of the newly installed equipment is entrusted to a unit in ECA established for this purpose.

B. Organizational inventory of desktop equipment

5. In attempting to plan for technological change in the Organization, the Electronic Services Division of the Office of General Services, Department of Administration and Management, reviewed the desktop equipment requirements with the administrative or executive officer of each department at Headquarters and each major office away from Headquarters.

6. The following tables show the projected number of personal computers (PCs) in each major office or duty station as at 31 December 1991, the total number of regular and extrabudgetary posts during the 1990-1991 biennium in each major organizational unit and the ratio of equipment to the total available posts expressed as a percentage. The offices are listed in the order of presentation in the 1990-1991 programme budget. In most parts of the Organization microcomputers are assigned to individuals. In some areas, however, because of shortages of equipment, computers are shared by two or more individuals. The tables below do not attempt to distinguish between shared use and individual use.

Table 1

Projected number of desktop personal computers in departments at Headquarters as of 31 December 1991

Headquarters/Department	Desktop PCs	Total posts	Ratio: PCs to posts
Executive Office of the Secretary-General, Office of Political and General Assembly Affairs and Secretariat Services, Division of Palestinian Rights and Office for Research and Collection of Information	129	182	.71
Department of Political and Security Council Affairs	48	87	.55
Department for Disarmament Affairs	34	58	.59
Office for Ocean Affairs and Law of the Sea	13	40	.33
Department for Special Political Questions, Regional Cooperation, Decolonization and Trusteeship, Centre against Apartheid	37	92	.40
Office of the Director-General for Development and International Economic Cooperation	35	28	1.25
Department of International Economic and Social Affairs	269	388	.69
Department of Technical Cooperation for Development	227	392	.58
United Nations Centre on Transnational Corporations	79	98	.81
Centre for Science and Technology for Development	12	28	.43
Office of Legal Affairs	50	116	.43
Department of Public Information	222	351	.63
Department of Administration and Management	1 137	1 403	.81
Department of Conference Services	499	1 485	.34

Table 2

Projected number of desktop personal computers at other United Nations headquarters offices as at 31 December 1991

Duty station	Office/Organizational unit	Desktop PCs	Total posts	Ratio: PCs to posts
Geneva	Administration, Geneva	119	530	.22
	Conference Services	235	781	.30
	Office of the United Nations Disaster Relief Coordinator	42	68	.62
	Centre for Human Rights	28	87	.32
	Office of the United Nations High Commission for Refugees	300	590	.51
	United Nations Conference on Trade and Development	100	439	.23
Vienna	Office of the Director-General, Centre for Social Development and Humanitarian Affairs, Administration, Vienna	77	282	.27
	United Nations Drug Control Programme	70	102	.69
Nairobi	United Nations Environment Programme		745	
	United Nations Centre for Human Settlements		198	
	Administration, Nairobi	8	57	.14

Note: A separate report on unified conference services at Vienna will be submitted to the General Assembly at its forty-sixth session, which will show the status of technological innovations.

Table 3

Projected number of desktop personal computers at the regional commissions, United Nations Information Services and United Nations information centres as at 31 December 1991

Regional comissions/information centres/Information Service	Desktop PCs	Total posts	Ratio: PCs to posts
Economic Commission for Europe	51	208	.25
Economic and Social Commission for Asia and the Pacific	240	748	.32
Economic Commission for Latin America and the Caribbean	493	602	.82
Economic Commission for Africa	425	754	.56
Economic and Social Commission for Western Asia	24	299	.08
Regional Commissions' New York Liaison Office	6	6	1.00
United Nations Informational Service (Geneva and Vienna) and United Nations information centres	117	386	.30

C. Support for staff on missions and for conferences

7. During the course of the last year there has been a marked increase in requests for laptop and notebook computers for staff members to use when they travel on mission or for work outside the office. In response to this demand, the Electronic Service Division purchased a limited supply of such equipment together with portable printers. The heavier laptop computers, weighing from 12 to 20 pounds, have been successfully loaned to people who intend to use them in one location for several weeks at a time. Notebook computers, weighing about seven pounds, have proven very useful for people travelling on mission. A number of peace-keeping missions have made effective use of notebook equipment. The ability to run on battery power for several hours has permitted use of both laptops and notebooks in areas where electrical power is either nonexistent or intermittent.

8. Increasingly, computer installations are being arranged for major conferences away from Headquarters. These are being used by both substantive and support staff, including translation and public information services. Sizeable computer installations are planned in 1992 for the United Nations Conference on Environment and Development at Rio de Janeiro and the United Nations Conference on Trade and Development (UNCTAD) session, to be held at Cartagena, Colombia. The computer-based production and telecommunications functions are expected to enhance productivity, frequently enabling a smaller number of staff to meet conference requirements in a more timely manner. At the same time, the technical complexity of managing such conferences has increased.

D. Major software enhancements

9. Although no official data regarding use of microcomputers has been compiled, it is clear from informal surveys that the principal use of this equipment is in the production of textual material such as documents, reports and correspondence. In terms of the amount of software purchased for the Secretariat, word processing outnumbers all other software packages. On 29 March 1990, the Secretary-General issued an administrative instruction, entitled "Standard for word-processing software for microcomputers" (ST/AI/361), which standardized on one commercially available word-processing software package to be used on all microcomputers in the Secretariat.

10. To implement this standard, the Organization has made a significant effort to train staff members in the use of the standard word-processing software. The conversion from older word-processing products to the new standard has proceeded well to date. At Headquarters, more than half of the approximately 2,500 people requiring retraining have completed a two-day course, with the rest scheduled for completion by mid-1992. Other duty stations are reporting similar progress in adopting the new standard.

11. Although there has been no significant shift away from MS/DOS as the standard microcomputer operating system, there is presently an interest on the part of some advanced users in employing a PC operating system that transcends the limitations of DOS. It is likely in the next few years that most of the applications now being used in a character-oriented mode will be available in a graphical environment. These so-called graphical user interfaces (GUIs) combine enhanced functionality with greater ease of use. To prepare for this, alternative operating environments are being explored that will supply the structure for future applications. For the present, the DOS standard satisfies the majority of users' requirements for office automation applications.

12. As new products become available for the desktop environment, computer support personnel at various duty stations are acquiring and testing such software for eventual use in the Organization. A list of packages supported by the Electronic Services Division is maintained and reissued periodically. The latest revision, dated 30 January 1991, entitled "Software products for microcomputers" (ST/IC/1991/4) provides end users with information on which PC packages have been established as standard for various office automation needs.

II. REVIEW OF ADVANCES IN COMPUTER NETWORKS

A. Planning for networks

13. Rapid advances in data communications technology have enabled the Organization to begin planning for a data communications infrastructure supporting a diversity of applications that will be developed over the course of the next few years. The facility for PC users to connect with a range of services is presented in the annex to the present report (from the desktop to the world's information). Although this chart is drawn from the point of view of a computer user at United Nations Headquarters, the concept of using the United Nations data communications network to connect to applications worldwide applies equally to all duty stations.

14. Because the issue of global networking has moved to a position of prime importance, the Organization has retained the services of a specialized data communications consulting firm, which has submitted recommendations regarding strategies for both local and wide area networking. In order to ensure an Organization-wide coordinated approach, the same consultants have also been involved in studies at other duty stations. The recommendations for wide area networking involve complementing the existing mainframe-based data network with a network that would allow the Organization to provide direct connections to and from a greater range of computers (see paras. 23 and 24 below).

B. Local area networks

15. During the past year there has been a significant increase in the number of local area networks (LANs) that have been installed in the Organization. At Headquarters, the Technological Innovations Board approved the replacement of the functionality of a number of older minicomputers with new LAN equipment. In addition, significant numbers of LANs have been installed that link together PCs that formerly operated only in stand-alone mode.

16. To avoid having to cope with a variety of LAN operating systems, a LAN standard was adopted for Headquarters. Formal announcement of this standard was issued in information circular ST/IC/1991/18, dated 12 March 1991, entitled "Operating system software to be used on personal computer local area networks". The choice of selecting a standard LAN operating systems at other duty stations has been left to the discretion of local standards groups, since support for this type of software will vary from duty station to duty station. The existence of different LAN operating systems at various duty stations does not impede global communications, since the technology provides for their interconnection over wide-area networks. The number of LANs at each duty station is summarized in the chart below.

Table 4

Number of LANs installed at each duty station

Duty stations	LANS installed	Number of PCs connected
New York, United Nations Headquarters	28	549
Geneva, United Nations offices (all except ECE)		
Vienna, United Nations offices	4	65
Nairobi	5	60
Addis Ababa, ECA	2	12
Bangkok, ESCAP	3	22
Geneva, ECE	1	31
Santiago, ECLAC	3	160
Amman, ESCWA	None	None

C. Wiring strategy for transmission of data

17. As a part of the Organization's networking plans, it was necessary to determine the status of the cabling infrastructure required for data networking at each duty station. A special consultant was retained to develop a wiring plan for Headquarters. The consultants recommended installing a wiring system capable of handling complex high-speed data transmissions. It is expected that the type of wiring recommended will be capable of handling the greatly increased data communications traffic for applications developed during the coming decade, especially digitized images. Similar wiring projects, often in conjunction with the installation of new telephone equipment, are in the planning or installation phases at other duty stations. The following table shows the status of wiring at each duty station.

Table 5

Cabling infrastructure at each duty station

Duty station	Status of wiring for data communications
New York, United Nations, Headquarters	Study completed; plan under review
Geneva, United Nations offices	Study completed; RFP issued for wiring
Vienna, United Nations offices	Wiring approximately 95 per cent complete for United Nations offices
Nairobi	Some wiring completed; rewiring required for new building
Addis Ababa, ECA	Study completed; specifications prepared
Bangkok, ESCAP	Study completed; specifications prepared
Geneva, ECE	Wiring approximately 95 per cent complete for ECE offices
Santiago, ECLAC	No wiring plans
Amman, ESCWA	No wiring plans

III. REVIEW OF ENHANCEMENTS TO UNITED NATIONS MAINFRAME COMPUTER

A. Mainframe services for the Organization and Member States

18. The United Nations mainframe computer has continued to provide data-processing facilities for Secretariat users both at Headquarters and at offices away from Headquarters which are connected over the United Nations telecommunications network. These facilities have allowed the development of a number of Organization-wide databases which have become of interest to other United Nations family organizations as well as to Member States and their missions. The Electronic Services Division has been expanding service to Member States by providing a dial-in service from remote locations over existing telephone and public data networks. Due to the obsolescence of the current software, an upgrade of the operating system is planned. In addition, a relational database management package has been acquired to support several applications.

B. Mainframe computer usage

19. Over the years, several databases of general interest have been developed. The departments responsible for the creation and maintenance of these general-interest databases have facilitated access to large numbers of users within the Secretariat and to Member States. These databases include:

UNBIS	Bibliographic and factual information;
UNPRESS	Press releases;
UNSIS	Statistical/economic information;
UNTERM	Multilingual terminology information.

Table 6 below shows data for mainframe computer usage for 1988-1990.

Table 6

Mainframe computer usage

	1990	1989	1988
Number of computer jobs processed	516 000	514 000	520 000
Number of hours of user access	204 000	194 000	177 000
Number of output lines printed	801 000 000	768 000 000	757 000 000
Number of hours of computer CPU use	3 000	3 000	2 000
Number of accesses to disk storage	3 500 000 000	3 300 000 000	3 100 000 000

IV. REVIEW OF NEW APPLICATIONS AND OTHER TECHNOLOGICAL DEVELOPMENTS

A. Progress in applications development

20. The past year has been one of international focus on the United Nations as the principal vehicle for peace-keeping operations throughout the world. Frequently, computers were acquired to accompany project personnel, together with the appropriate applications to support operations in the field. The computer systems support staff has given these projects priority treatment, reflecting the high priority that the General Assembly and Security Council have placed on peace-keeping activities.

21. The Integrated Management Information Systems (IMIS) project is scheduled to become operational at the end of the 1992-1993 biennium. A separate document dealing with the progress on the IMIS project will be presented to the General Assembly at its forty-sixth session. Staff of the Electronic Services Division have been actively participating in support of IMIS, joining with the IMIS team to explore issues related to the integration of the newer IMIS technology into the already existing technological environment. This involves the determination of how a fully relational database employing GUIs and running under a UNIX operating system can be made to integrate fully with existing office automation applications. It would be convenient, for example, to take IMIS data, manipulate them with a spreadsheet program, insert the resulting data into a word-processing document and mail the document electronically to another duty station.

22. The adoption of optical disc technology represents yet another area where rapid expansion is expected to take place. A separate report on the status of the optical disc project in the Department of Conference Services will be presented to the General Assembly at its forty-sixth session. During the course of the past year a number of end-user offices as well as support staff in the Electronic Services Division have been participating with DCS in technical decisions related to this project. It is planned to run the optical disc application under a UNIX operating system, allowing for compliance with the guidelines for open systems, which are discussed in paragraphs 23 and 24 below.

B. Movement towards open systems

23. There has been a noticeable trend recently on the part of many national Governments and large corporations to move towards the adoption of open systems standards. Although the details are not always clear, the concept implies the ability to move end-user applications from one manufacturer's equipment to another without having to reprogram these applications. Generally the idea of open systems means running one consistent operating system on different computers. The operating system which best complies to this non-proprietary rule is the UNIX operating system, in particular, the version soon to be issued by the Open Software Foundation. The United Nations will be adopting open systems technology for the IMIS project, and it is expected that it will also be used for other new applications which will be introduced in the Organization.

24. Espousal of open systems generally implies the adoption of other related advances in technology. During the past year there has been a full-scale investigation into relational database technology. One of several candidate products has been chosen for the IMIS project. It is expected that the Organization will now standardize on this product for all future decentralized applications. The same applies to the selection of computer-assisted software engineering (CASE) tools and to graphical user interfaces. In the area of data communications, research is now being undertaken to determine what higher-level protocols will be used to communicate between different duty stations.

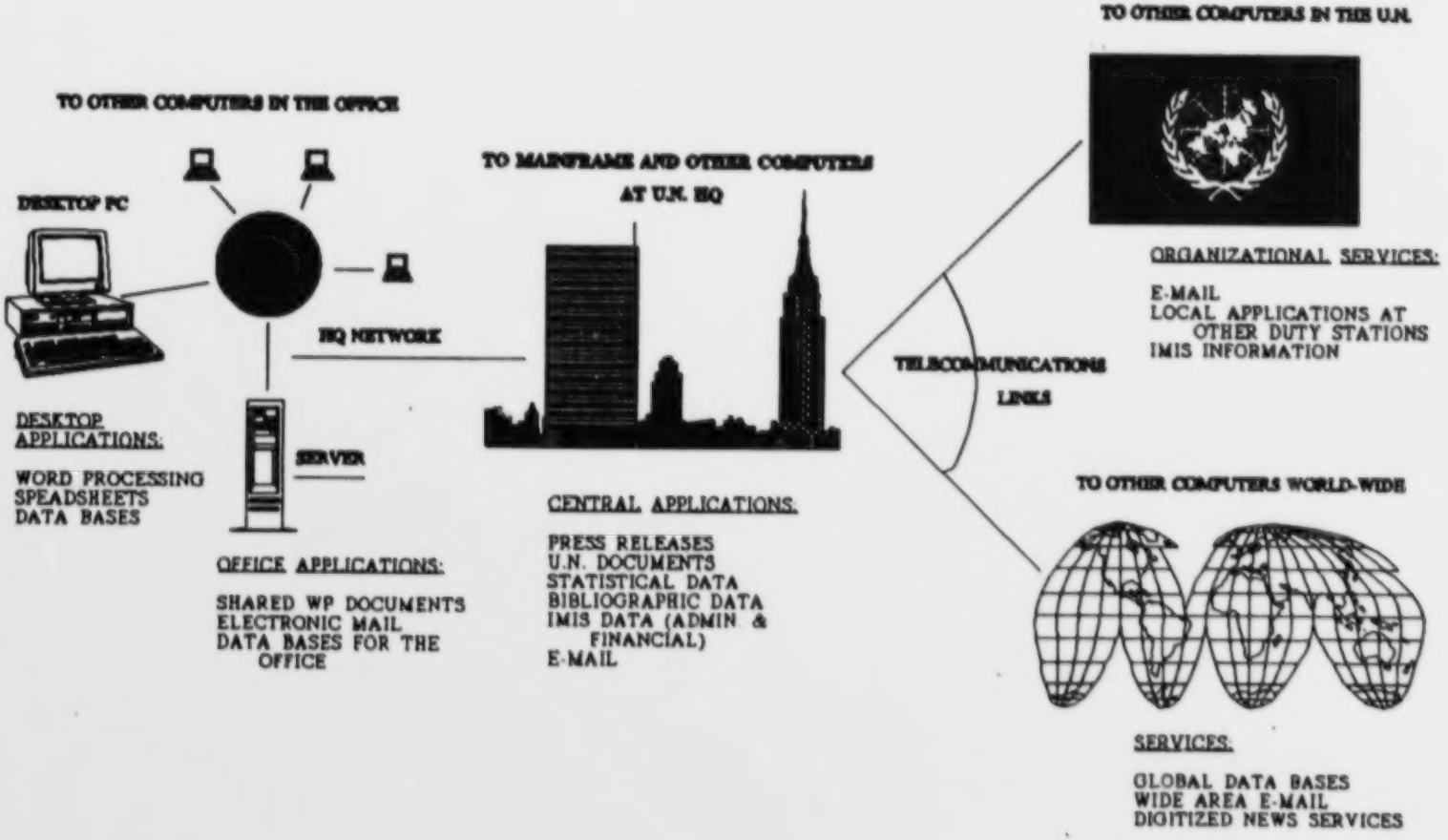
C. Emerging technologies and the need to support them

25. Apart from open systems and relational databases, a number of other emerging technologies which are now being investigated for eventual integration into the data-processing environment: both the IMIS and the optical disk projects underline the need for in-house expertise to support projects which employ leading-edge technology; increased computer security and virus protection is another area that is now being addressed; network management is yet another; integration of voice and facsimile technologies into the computer area is also becoming a requirement for the Organization.

26. All of the advances made during the past year have required both end users and computer support staff to undergo extensive training in the use of these new technologies. To this end the Training Service has been active in providing a number of programmes to train and, in some cases, retrain staff in the use of equipment and software. The conversion to a new word-processing standard has been advanced effectively by a customized training programme. At both Headquarters and other duty stations there is now a recognized need to provide an appropriate level of computer literacy to those individuals whose work stands to benefit from the introduction of technological innovations.

Annex

CONNECTIVITY FROM THE DESKTOP TO THE WORLD'S INFORMATION



UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/46/2
27 August 1991

ORIGINAL: ENGLISH

Forty-sixth session
FIFTH COMMITTEE
Item 117 (a) of the provisional agenda*

PERSONNEL QUESTIONS

Composition of the Secretariat

Alternative options for desirable ranges for the geographical distribution of staff in the Professional category and above

Report of the Secretary-General

CONTENTS

		Paragraphs	Page
INTRODUCTION		1	2
I.	THE SYSTEM OF DESIRABLE RANGES	2 - 12	2
II.	EVOLUTION OF THE SYSTEM OF DESIRABLE RANGES	13 - 18	4
III.	OPTIONS FOR RANGES	19 - 34	6
Annex.	Alternative desirable ranges for the representation of Member States in posts subject to geographical distribution		9

* A/46/150.

91-27817 2577h (E)

/...

INTRODUCTION

1. The present report is submitted in accordance with General Assembly resolutions 42/220 III of 21 December 1987 and 45/239 A III of 21 December 1990. In resolution 42/220 A III, the Assembly decided to review the desirable ranges at its forty-fifth session, taking into account the concept of parity between the membership and contribution factors and the views of Member States on this concept and also giving due consideration to the requirement of raising the percentage weight of the population factor. In resolution 45/239 A III, the Assembly requested the Secretary-General to present a report to the General Assembly at its forty-sixth session in the light of paragraph 2 of section III of General Assembly resolution 42/220 A III on alternative options for desirable ranges.

I. THE SYSTEM OF DESIRABLE RANGES

2. The representation of their nationals in the staff of the United Nations Secretariat has been a major concern of Member States since the beginning of the Organization. This concern is reflected in Article 101, paragraph 3, of the Charter, which governs the selection of staff. This paragraph reads:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

The concept enshrined in the second sentence, as developed and interpreted by the General Assembly, has become known as the principle of equitable geographical distribution. The application of this principle is designed to improve the geographical distribution of the staff of the Secretariat through the formulation of recruitment policies. It is therefore taken into account only at the time of the appointment of staff and has no effect on their assignment or promotion or on other administrative actions.

3. In 1948 an effort was made to put this principle into effect through the introduction of the system of "desirable ranges" of representation for Member States. Under this system specific posts were not distributed to Member States but rather a range of posts within which each Member State would be adequately represented was established as a guideline to be borne in mind when establishing recruitment priorities.

4. The first element in the determination of desirable ranges is the base figure, which relates closely to the actual number of posts that should be distributed under the system. These posts, known as "posts subject to geographical distribution", are those posts encumbered by staff of the regular Secretariat in Professional and higher-level posts who are appointed for at least one year by the Secretary-General. They include not only the posts

authorized in the regular budget but those authorized out of extrabudgetary funds, since the exclusion of posts from the system is not justified by the source of financing alone.

5. There are a number of posts which, for various reasons, are excluded from geographical distribution. The largest group is composed of posts that are not allocated to the United Nations Secretariat but to the secretariats of United Nations subsidiary organs that have been granted a special status in matters relating to the appointment of their staff. These organs are the following: United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Children's Fund (UNICEF); United Nations Institute for Training and Research (UNITAR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); International Trade Centre (ITC); International Civil Service Commission (ICSC); International Court of Justice (ICJ); and United Nations University (UNU).

6. Within the Secretariat, the largest groups of posts excluded are posts with special language requirements and posts in the Field Service and the General Service and related categories. Other groups consist of posts for staff specifically appointed for mission service; posts financed from the United Nations Environment Fund; posts financed on an inter-agency basis and encumbered by staff appointed after inter-agency consultation; technical cooperation project personnel posts; and the posts of National Officers in United Nations information centres.

7. Information on the number of encumbered posts in the groups mentioned above as of 30 June 1991 can be found in the latest report of the Secretary-General on the composition of the Secretariat.

8. The factors taken into account in the distribution of geographical posts are three: membership, population and contribution. The principle that all States Members of the Organization ought to be represented in geographical posts is reflected in the membership factor, which is applied equally to all Member States. The differences in population among Member States are taken into account through the population factor. The posts allotted to the contribution factor are distributed to the Member States in proportion to the scale of assessments for the contributions of Member States to the regular budget of the Organization.

9. The straight distribution of posts among Member States based on the sum of each State's share of the membership, contribution and population factors would result in fixed recruitment targets too rigid to achieve in practice. The required degree of flexibility is obtained by allowing Member States to be adequately represented at different positions within their desirable ranges.

10. The sum of each State's share of the three above-mentioned factors is used as a mid-point for the calculation of that State's desirable range. The upper and lower limits of this range are determined by applying a 15 per cent flexibility factor upward and downward from the mid-point. In the case of

States with lower mid-points, a minimum flexibility has been established which is expressed in terms of posts rather than percentage points. In addition, a minimum range of 2 to 14 posts has been established.

11. The desirable ranges are normally revised following relevant action by the General Assembly (see paras. 13-18 below). They are also automatically adjusted in certain circumstances such as, for instance, when new Member States are admitted to the Organization or a revised scale of assessments is approved by the General Assembly. Revisions may also result from adjustments to the base figure on which the ranges are calculated following an increase or decrease in the number of posts subject to geographical distribution.

12. The system of desirable ranges should be regarded in conjunction with the priority granted by the General Assembly to the appointment of nationals of Member States that are not represented at all in the Secretariat and Member States that are underrepresented, that is to say, the number of whose nationals in geographical posts is below the lower limit of their desirable ranges.

II. EVOLUTION OF THE SYSTEM OF DESIRABLE RANGES

13. By resolution 35/210 II of 17 December 1980, the General Assembly set the base figure at 3,350 posts. The membership factor was based on 7.75, as the mid-point of the minimum desirable range, multiplied by the total number of Member States. The population factor, to which 240 posts were allocated, was distributed among the various regions in proportion to their populations. The contribution factor was based on the distribution among States, in proportion to the scale of assessments, of the posts that remained once posts had been allotted to the two other factors: membership and population. The upper and lower limits of each range were based on a flexibility of 15 per cent or 5.75 posts whichever was higher, up or down from the mid-point of the range.

14. By resolution 40/258 A, of 18 December 1985, the General Assembly requested the Secretary-General to submit to the Assembly at its forty-first session proposals for a review of the system of desirable ranges with a view to achieving a balanced application of all factors relevant to the calculation of the desirable ranges, including the population factor, taking into account the views of Member States.

15. On 1 January 1986, the base figure was reduced by 350, a figure which represented the posts belonging to the United Nations Industrial Development Organization (UNIDO), which had separated from the United Nations Secretariat to become a specialized agency.

16. At its forty-first session, the General Assembly reviewed the question of desirable ranges in accordance with resolution 40/258 A. The discussions were characterized by two different points of view of representatives of Member States. One group of Member States, largely composed of developing countries,

wanted more weight to be given to the membership factor, whereas another group, mainly composed of Member States with high rates of assessment, wanted to keep the greater weight on the contribution factor.

17. Following the debate, the General Assembly adopted resolution 41/206 C, of 11 December 1986. In this resolution, the General Assembly requested the Secretary-General to submit updated calculations on desirable ranges for all Member States, taking into account the views expressed by Member States at that session and, in particular, the following criteria:

(a) The desirability of the base figure for the calculations being related to the actual number of posts subject to geographical distribution;

(b) The movement towards the establishment of parity between the membership and contribution factors;

(c) The direct allocation of posts subject to the population factor of 7.2 per cent to Member States in proportion to their population;

(d) The need for flexibility upward and downward from the mid-point of the desirable ranges.

18. At its forty-second session, the General Assembly adopted resolution 42/220 A III, of 21 December 1987. In this resolution, the Assembly requested the Secretary-General to base the desirable ranges, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States and posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upward and downward from the mid-point of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

III. OPTIONS FOR RANGES

19. By resolution 42/220 A III, the Assembly also decided to review the desirable ranges at its forty-fifth session, taking into account the concept of parity between the membership and contribution factors and the views of Member States on this concept and also giving due consideration to the requirement of raising the percentage weight of the population factor.

20. The views expressed by Member States during the debates on the question of desirable ranges show the emergence of various bodies of opinion. The first is that there should be a movement towards parity between the weight of the membership and contribution factors. The second is that any shift between the weights of the various factors should take place at a slow pace. Yet another is that more emphasis should be given to the population factor.

21. The calculation of the desirable ranges in the light of the views of Member States will therefore be affected principally by the weight given to each of the three factors of membership, contribution and population.

22. The base figure of 2,700 posts used as a basis for the calculation of the desirable ranges published in the report of the Secretary-General on the composition of the Secretariat is also used as a basis for calculating the options for ranges contained in the present report.

23. The number of posts currently distributed to Member States according to the membership factor is 1,080 posts, or 40 per cent of the base figure. Each Member State's share of the membership factor is 6.79 (1,080 divided by 159, the number of Member States).

24. The number of posts distributed according to the population factor is 135 posts, or 5 per cent of the base figure. These posts are distributed among Member States in proportion to their populations. Each Member State's share of the population factor is 135 divided by 5,079.6 (the total population of all Member States in millions) and multiplied by the population of the Member State concerned in millions. Population figures are derived from Statistical Papers (Series A, vol. XLIII, No. 2).

25. The posts remaining after subtracting the membership and population factors from the base figure comprise the contribution factor. The contribution factor is 1,485 posts or 55 per cent of the base figure. Each Member State's share of the contribution factor is 14.85 (1,485 divided by 100) and multiplied by the Member State's contribution to the regular budget under the scale of assessments. The scale of assessments for 1989-1991 is taken from General Assembly resolutions 43/223 and 45/256.

26. The posts allotted to each Member State as its share of the contribution, membership and population factors are added together to establish the mid-point of each Member State's desirable range. As explained above, a flexibility of plus and minus 15 per cent is then calculated to determine the upper and lower limits of the particular desirable range. If the flexibility

resulting from the application of 15 per cent is less than 4.8 points, the latter is applied. The minimum upper limit is 14 posts.

27. To illustrate a number of possible options that take into account the views expressed by Member States during past debates on the question, a series of alternative desirable ranges is shown in the annex to the present report. These alternative ranges include options A to H, which show various shifts in the relative weight of all three factors - membership, population and contribution - and options J and K which were calculated at the request of Member States during the debates on the question at the forty-fifth session.

28. The number of staff in posts subject to geographical distribution as of 30 June 1991 is indicated in these options to facilitate the comparison of the ranges and corresponding mid-points.

29. The percentage weights of the three factors in option A reflect the present situation: membership, 40 per cent; contribution, 55 per cent; and population, 5 per cent. In options B and C the weight of the population factor remains at 5. In option B the weight of the membership factor has been raised to 42.0 per cent, and in option C, to 44.0 per cent. The weight of the contribution factor has been reduced accordingly. Options A, B and C are therefore as follows:

Option	Membership	Contribution	Population
A	40.0	55.0	5.0
B	42.0	53.0	5.0
C	44.0	51.0	5.0

30. In option D the population factor has been increased to 6 per cent and the contribution factor has been reduced accordingly. In options E and F the weight of 54.0 per cent for contribution, which results from said reduction, (see option D) is further reduced at 2 per cent intervals in a movement towards parity with the membership factor, as follows:

Option	Membership	Contribution	Population
D	40.0	54.0	6.0
E	42.0	52.0	6.0
F	44.0	50.0	6.0

31. In options G, H and I the population factor has been increased to 7 per cent. In addition, the weight has been shifted from the resulting weight of 53.0 per cent for contribution shown in option G at 1 per cent intervals towards parity as follows:

Option	Membership	Contribution	Population
G	40.0	53.0	7.0
H	41.0	52.0	7.0
I	42.0	51.0	7.0

32. Options J and K were calculated at the request of Member States during the debates in the Fifth Committee at the forty-fifth session. In option J, the weight of the membership factor is raised from 40 to 47 per cent and that of the population factor from 5 to 6 per cent. The weight of the contribution factor is reduced from 55 to 47. It is worth noting that this option shows the situation as it would be if full parity between the contribution and membership factors were achieved. In option K, the weight of the membership factor remains unchanged while the weight of the population factor is increased to 7.2 per cent and that of the contribution factor reduced to 52.8 per cent. Options J and K are therefore as follows:

Option	Membership	Contribution	Population
J	47.0	47.0	6.0
K	40.0	52.8	7.2

33. Other options may be calculated if required to facilitate the debates during the forty-sixth session of the General Assembly.

34. In resolution 45/239 A III, paragraph 3, the General Assembly also requested the Secretary-General to include in the present report other possible methodological ways for the distribution of posts subject to geographical distribution among Member States. It is worth noting that basically all methodological ways of distributing posts are mathematical. The Secretary-General believes that the present system of desirable ranges takes into account the main criteria necessary to ensure an equitable distribution of posts among Member States: membership, population and contribution. The true nature of the problem lies not with the methodology but rather with the relative weight to be given to the various factors. The inclusion or exclusion of traditional or of new criteria is a question whose implications go far beyond the modification of mathematical methodologies. Within the present methodology, adjustments may be introduced through the regressive operation of the various factors to narrow the differences between the post entitlements of Member States. The flexibility inherent in the use of desirable ranges rather than fixed targets facilitates the determination of recruitment objectives. The recognition of even greater flexibility might also allow for extended representation of individual countries or regions. Any major adjustments, however, could only be undertaken on the basis of further guidance by the General Assembly.

Annex

ALTERNATIVE DESIRABLE RANGES FOR THE REPRESENTATION OF MEMBER STATES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

Member State	Assessment	Population (Millions)	No. of staff	Option A Desirable range	Option A Mid point	Option B Desirable range	Option B Mid point	Option C Desirable range	Option C Mid point
Afghanistan	.01%	15.814	9	3-14	7.36	3-14	7.70	3-14	8.03
Albania	.01%	3.199	0	2-14	7.03	3-14	7.36	3-14	7.69
Algeria	.15%	24.290	18	5-14	9.66	5-15	9.92	5-15	10.18
Angola	.01%	9.739	1	2-14	7.20	3-14	7.53	3-14	7.87
Antigua and Babuda	.01%	.077	3	2-14	6.94	2-14	7.28	3-14	7.61
Argentina	.66%	31.929	26	13-22	17.44	13-22	17.42	13-22	17.41
Australia	1.57%	16.807	31	26-35	30.55	25-35	30.04	25-34	29.54
Austria	.74%	7.618	20	13-23	17.98	13-23	17.92	13-23	17.86
Bahamas	.02%	.249	1	2-14	7.10	3-14	7.42	3-14	7.75
Bahrain	.02%	.489	0	2-14	7.10	3-14	7.43	3-14	7.76
Bangladesh	.01%	106.507	16	5-15	9.77	5-15	10.11	6-15	10.44
Barbados	.01%	.255	6	2-14	6.95	2-14	7.28	3-14	7.61
Belgium	1.17%	9.847	21	20-29	24.43	19-29	24.14	19-29	23.84
Belize	.01%	.183	2	2-14	6.94	2-14	7.28	3-14	7.61
Benin	.01%	4.591	7	2-14	7.06	3-14	7.40	3-14	7.73
Bhutan	01%	1.483	4	2-14	6.98	3-14	7.31	3-14	7.65
Bolivia	.01%	7.193	6	2-14	7.13	3-14	7.47	3-14	7.80
Botswana	.01%	1.256	1	2-14	6.97	3-14	7.31	3-14	7.64
Brazil	1.45%	147.404	27	27-37	32.24	27-37	31.80	27-36	31.35
Brunei Darussalam	.04%	.249	0	3-14	7.39	3-14	7.71	3-14	8.03
Bulgaria	.15%	8.989	9	4-14	9.26	5-14	9.52	5-15	9.77
Burkina Faso	.01%	8.766	7	2-14	7.17	3-14	7.51	3-14	7.84
Burundi	.01%	5.302	10	2-14	7.08	3-14	7.42	3-14	7.75
Byelorussian Soviet Socialist Republic	.33%	10.229	13	7-17	11.96	7-17	12.13	7-17	12.29
Cambodia	.01%	8.055	3	2-14	7.15	3-14	7.49	3-14	7.82
Cameroon	.01%	11.540	14	2-14	7.25	3-14	7.58	3-14	7.91
Canada	3.09%	26.248	53	45-61	53.38	44-60	52.05	43-58	50.72
Cape Verde	.01%	.359	1	2-14	6.95	2-14	7.28	3-14	7.62
Central African Republic	.01%	2.955	4	2-14	7.02	3-14	7.35	3-14	7.69
Chad	.01%	5.538	3	2-14	7.09	3-14	7.42	3-14	7.76
Chile	.08%	12.961	28	4-14	8.32	4-14	8.62	4-14	8.92
China	.79%	1122.370	42	41-56	48.35	41-56	48.27	41-55	48.18
Colombia	.14%	32.349	9	5-15	9.73	5-15	9.99	5-15	10.26
Comoros	.01%	.532	2	2-14	6.95	2-14	7.29	3-14	7.62
Congo	.01%	2.199	7	2-14	7.00	3-14	7.33	3-14	7.67
Costa Rica	.02%	2.959	3	2-14	7.17	3-14	7.50	3-14	7.82
Côte d'Ivoire	.02%	11.551	11	3-14	7.40	3-14	7.72	3-14	8.05
Cuba	.09%	10.522	11	4-14	8.41	4-14	8.70	4-14	8.99
Cyprus	.02%	.695	5	2-14	7.11	3-14	7.44	3-14	7.76
Czechoslovakia	.66%	15.649	14	12-22	17.01	12-22	16.99	12-22	16.97
Denmark	.69%	5.132	19	12-22	17.17	12-22	17.14	12-22	17.11

Base figure : 2,700
Number of countries : 159

Option A
Population = 5.0%
Contribution = 55.0%
Membership = 40.0%

Option B
Population = 5.0%
Contribution = 53.0%
Membership = 42.0%

Option C
Population = 5.0%
Contribution = 51.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option A Desirable range	Option A Midpoint	Option B Desirable range	Option B Midpoint	Option C Desirable range	Option C Midpoint
Djibouti	.01%	.398	1	2-14	6.95	2-14	7.29	3-14	7.62
Dominica	.01%	.082	1	2-14	6.94	2-14	7.28	3-14	7.61
Dominican Republic	.03%	7.019	6	3-14	7.42	3-14	7.75	3-14	8.07
Ecuador	.03%	10.490	4	3-14	7.52	3-14	7.84	3-14	8.16
Egypt	.07%	53.153	10	4-14	9.24	5-14	9.55	5-15	9.85
El Salvador	.01%	5.207	5	2-14	7.08	3-14	7.41	3-14	7.75
Equatorial Guinea	.01%	.341	3	2-14	6.95	2-14	7.28	3-14	7.62
Ethiopia	.01%	49.513	29	3-14	8.26	4-14	8.59	4-14	8.92
Fiji	.01%	.727	7	2-14	6.96	2-14	7.29	3-14	7.63
Finland	.51%	4.962	12	10-19	14.50	10-19	14.56	10-19	14.62
France	6.25%	56.160	109	86-116	101.10	83-113	98.06	81-109	95.03
Gabon	.03%	1.133	3	2-14	7.27	3-14	7.59	3-14	7.91
Gambia	.01%	.837	7	2-14	6.96	2-14	7.30	3-14	7.63
Germany	9.36%	78.620	123	126-170	147.88	122-165	143.16	118-159	138.45
Ghana	.01%	14.569	15	3-14	7.33	3-14	7.66	3-14	8.00
Greece	.40%	10.025	13	8-18	13.00	8-18	13.12	8-18	13.25
Grenada	.01%	.086	3	2-14	6.94	2-14	7.28	3-14	7.61
Guatemala	.02%	8.935	7	3-14	7.33	3-14	7.66	3-14	7.98
Guinea	.01%	5.587	6	2-14	7.09	3-14	7.42	3-14	7.76
Guinea-Bissau	.01%	.945	1	2-14	6.97	3-14	7.30	3-14	7.63
Guyana	.01%	.794	16	2-14	6.96	2-14	7.30	3-14	7.63
Haiti	.01%	5.609	6	2-14	7.09	3-14	7.42	3-14	7.76
Honduras	.01%	4.951	2	2-14	7.07	3-14	7.41	3-14	7.74
Hungary	.21%	10.578	9	5-15	10.19	6-15	10.42	6-15	10.64
Iceland	.03%	.253	5	2-14	7.24	3-14	7.57	3-14	7.89
India	.37%	811.817	41	29-39	33.86	29-39	34.00	29-39	34.14
Indonesia	.15%	179.136	8	9-19	13.78	9-19	14.04	9-19	14.30
Iran (Islamic Republic of)	.69%	54.203	18	14-23	18.48	14-23	18.45	14-23	18.41
Iraq	.12%	18.279	17	4-14	9.06	5-14	9.33	5-14	9.61
Ireland	.18%	3.515	14	5-14	9.56	5-15	9.80	5-15	10.04
Israel	.21%	4.509	15	5-15	10.03	5-15	10.26	6-15	10.48
Italy	3.99%	57.517	52	57-78	67.57	56-76	65.76	54-74	63.94
Jamaica	.01%	2.375	18	2-14	7.00	3-14	7.34	3-14	7.67
Japan	11.38%	123.116	88	152-206	179.06	147-199	173.25	142-193	167.45
Jordan	.01%	3.879	14	2-14	7.04	3-14	7.38	3-14	7.71
Kenya	.01%	24.872	15	3-14	7.60	3-14	7.94	3-14	8.27
Kuwait	.29%	2.048	0	6-16	11.15	7-16	11.34	7-16	11.52
Lao People's Democratic Republic	.01%	4.020	1	2-14	7.05	3-14	7.38	3-14	7.71
Lebanon	.01%	2.675	20	2-14	7.01	3-14	7.35	3-14	7.68
Lesotho	.01%	1.700	7	2-14	6.99	3-14	7.32	3-14	7.65
Liberia	.01%	2.508	9	2-14	7.01	3-14	7.34	3-14	7.67

Base figure : 2,700
Number of countries : 159

Option A
Population = 5.0%
Contribution = 55.0%
Membership = 40.0%

Option B
Population = 5.0%
Contribution = 53.0%
Membership = 42.0%

Option C
Population = 5.0%
Contribution = 51.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option A Desirable range	Option A Mid-point	Option B Desirable range	Option B Mid-point	Option C Desirable range	Option C Mid-point
Libyan Arab Jamahiriya	.28%	4.385	7	6-16	11.07	6-16	11.25	7-16	11.44
Liechtenstein	.01%	.028	0	2-14	6.94	2-14	7.28	3-14	7.61
Luxembourg	.06%	.377	4	3-14	7.69	3-14	8.00	4-14	8.31
Madagascar	.01%	11.625	9	2-14	7.25	3-14	7.58	3-14	7.92
Malawi	.01%	8.022	9	2-14	7.15	3-14	7.49	3-14	7.82
Malaysia	.11%	17.353	15	4-14	8.89	4-14	9.17	5-14	9.45
Maldives	.01%	.206	0	2-14	6.95	2-14	7.28	3-14	7.61
Mali	.01%	7.960	10	2-14	7.15	3-14	7.49	3-14	7.82
Malta	.01%	.352	6	2-14	6.95	2-14	7.28	3-14	7.62
Mauritania	.01%	1.969	5	2-14	6.99	3-14	7.33	3-14	7.66
Mauritius	.01%	1.068	12	2-14	6.97	3-14	7.30	3-14	7.64
Mexico	.94%	84.489	27	18-28	23.00	18-28	22.83	18-27	22.66
Mongolia	.01%	2.070	1	2-14	7.00	3-14	7.33	3-14	7.66
Morocco	.04%	24.432	11	3-14	8.04	4-14	8.35	4-14	8.67
Mozambique	.01%	15.326	1	3-14	7.35	3-14	7.68	3-14	8.02
Myanmar	.01%	40.810	7	3-14	8.02	4-14	8.36	4-14	8.69
Namibia	.01%	1.726	2	2-14	6.99	3-14	7.32	3-14	7.65
Nepal	.01%	18.442	13	3-14	7.43	3-14	7.77	3-14	8.10
Netherlands	1.65%	14.835	35	27-36	31.69	26-36	31.14	26-35	30.59
New Zealand	.24%	3.312	8	6-15	10.44	6-15	10.65	6-16	10.86
Nicaragua	.01%	3.745	3	2-14	7.04	3-14	7.37	3-14	7.71
Niger	.01%	7.491	4	2-14	7.14	3-14	7.47	3-14	7.81
Nigeria	.20%	105.018	16	8-17	12.55	8-18	12.79	8-18	13.02
Norway	.55%	4.227	15	10-20	15.07	10-20	15.11	10-20	15.16
Oman	.02%	1.448	2	2-14	7.13	3-14	7.46	3-14	7.78
Pakistan	.06%	108.678	16	6-15	10.57	6-16	10.88	6-16	11.19
Panama	.02%	2.370	4	2-14	7.15	3-14	7.48	3-14	7.81
Papua New Guinea	.01%	3.593	3	2-14	7.04	3-14	7.37	3-14	7.70
Paraguay	.03%	4.157	1	3-14	7.35	3-14	7.67	3-14	7.99
Peru	.06%	21.792	16	3-14	8.26	4-14	8.57	4-14	8.88
Philippines	.09%	60.097	65	5-15	9.73	5-15	10.02	6-15	10.31
Poland	.56%	37.854	14	11-21	16.11	11-21	16.15	11-21	16.19
Portugal	.18%	10.467	3	5-15	9.74	5-15	9.99	5-15	10.23
Qatar	.05%	.422	1	3-14	7.55	3-14	7.86	3-14	8.17
Romania	.19%	23.152	3	5-15	10.23	6-15	10.47	6-16	10.70
Rwanda	.01%	6.993	3	2-14	7.13	3-14	7.46	3-14	7.79
Saint Kitts and Nevis	.01%	.044	1	2-14	6.94	2-14	7.28	3-14	7.61
Saint Lucia	.01%	.148	4	2-14	6.94	2-14	7.28	3-14	7.61
Saint Vincent and the Grenadines	.01%	.113	1	2-14	6.94	2-14	7.28	3-14	7.61
Samoa	.01%	.163	2	2-14	6.94	2-14	7.28	3-14	7.61
Sao Tome and Principe	.01%	.116	0	2-14	6.94	2-14	7.28	3-14	7.61

Base figure : 2.700
Number of countries : 159

Option A
Population = 5.0%
Contribution = 55.0%
Membership = 40.0%

Option B
Population = 5.0%
Contribution = 53.0%
Membership = 42.0%

Option C
Population = 5.0%
Contribution = 51.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option A Desirable range	Option A Mid-point	Option B Desirable range	Option B Mid-point	Option C Desirable range	Option C Mid-point
Saudi Arabia	1.02%	14.435	4	18-27	22.32	17-27	22.11	17-27	21.90
Senegal	.01%	7.126	15	2-14	7.13	3-14	7.46	3-14	7.80
Seychelles	.01%	.067	2	2-14	6.94	2-14	7.28	3-14	7.61
Sierra Leone	.01%	4.046	15	2-14	7.05	3-14	7.38	3-14	7.72
Singapore	.11%	2.685	13	4-14	8.50	4-14	8.78	4-14	9.06
Solomon Islands	.01%	.311	0	2-14	6.95	2-14	7.28	3-14	7.62
Somalia	.01%	7.286	10	2-14	7.13	3-14	7.47	3-14	7.80
South Africa	.45%	34.509	11	10-19	14.39	10-19	14.49	10-19	14.58
Spain	1.95%	38.888	28	31-42	36.78	31-41	36.07	30-41	35.36
Sri Lanka	.01%	16.806	12	3-14	7.39	3-14	7.72	3-14	8.05
Sudan	.01%	24.492	9	3-14	7.59	3-14	7.93	3-14	8.26
Suriname	.01%	.400	3	2-14	6.95	2-14	7.29	3-14	7.62
Swaziland	.01%	.762	4	2-14	6.96	2-14	7.30	3-14	7.63
Sweden	1.21%	8.498	24	20-30	24.99	20-29	24.67	20-29	24.36
Syrian Arab Republic	.04%	11.719	9	3-14	7.70	3-14	8.02	4-14	8.33
Thailand	.10%	55.448	27	5-15	9.75	5-15	10.04	6-15	10.32
Togo	.01%	3.423	6	2-14	7.03	3-14	7.37	3-14	7.70
Trinidad and Tobago	.05%	1.262	16	3-14	7.57	3-14	7.88	3-14	8.19
Tunisia	.03%	7.997	21	3-14	7.45	3-14	7.77	3-14	8.10
Turkey	.32%	56.741	11	8-18	13.05	8-18	13.22	9-18	13.39
Uganda	.01%	18.106	14	3-14	7.42	3-14	7.76	3-14	8.09
Ukrainian Soviet Socialist Republic	1.25%	51.750	25	22-32	26.73	22-31	26.39	21-31	26.06
Union of Soviet Socialist Republics	9.99%	225.651	161	137-185	161.14	133-179	156.09	128-174	151.03
United Arab Emirates	.19%	1.547	1	5-14	9.65	5-15	9.89	5-15	10.13
United Kingdom of Great Britain and Northern Ireland	4.86%	57.236	88	68-93	80.48	66-90	78.20	65-87	75.91
United Republic of Tanzania	.01%	24.802	18	3-14	7.60	3-14	7.93	3-14	8.27
United States of America	25.00%	247.350	385	327-442	384.62	316-427	371.46	305-412	358.29
Uruguay	.04%	3.077	11	3-14	7.47	3-14	7.79	3-14	8.10
Vanuatu	.01%	.155	0	2-14	6.94	2-14	7.28	3-14	7.61
Venezuela	.57%	19.246	13	11-21	15.77	11-21	15.80	11-21	15.83
Viet Nam	.01%	65.255	3	4-14	8.67	4-14	9.01	5-14	9.34
Yemen	.01%	11.271	9	2-14	7.24	3-14	7.57	3-14	7.91
Yugoslavia	.46%	23.695	15	9-19	14.25	10-19	14.34	10-19	14.43
Zaire	.01%	34.491	15	3-14	7.86	3-14	8.19	4-14	8.52
Zambia	.01%	7.804	10	2-14	7.15	3-14	7.48	3-14	7.82
Zimbabwe	.02%	9.122	6	3-14	7.33	3-14	7.66	3-14	7.99
Total	100.01%	5079.556	2580		2700.00		2700.06		2699.95

Base figure : 2,700
Number of countries : 159

Option A
Population = 5.0%
Contribution = 55.0%
Membership = 40.0%

Option B
Population = 5.0%
Contribution = 53.0%
Membership = 42.0%

Option C
Population = 5.0%
Contribution = 51.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option D Desirable range	Option D Midpoint	Option E Desirable range	Option E Midpoint	Option F Desirable range	Option F Midpoint
Afghanistan	.01%	15.814	9	3-14	7.44	3-14	7.78	3-14	8.11
Albania	.01%	3.199	0	2-14	7.04	3-14	7.37	3-14	7.71
Algeria	.15%	24.290	18	5-15	9.75	5-15	10.01	5-15	10.27
Angola	.01%	9.739	1	2-14	7.25	3-14	7.58	3-14	7.92
Antigua and Babuda	.01%	.077	3	2-14	6.94	2-14	7.27	3-14	7.61
Argentina	.66%	31.929	26	13-22	17.43	13-22	17.42	13-22	17.40
Australia	1.57%	16.807	31	25-35	30.22	25-35	29.71	24-34	29.20
Austria	.74%	7.618	20	13-23	17.82	13-23	17.76	13-23	17.70
Bahamas	.02%	.249	1	2-14	7.09	3-14	7.42	3-14	7.75
Bahrain	.02%	.489	0	2-14	7.10	3-14	7.43	3-14	7.76
Bangladesh	.01%	106.507	16	6-15	10.33	6-15	10.67	6-16	11.00
Barbados	.01%	.255	6	2-14	6.95	2-14	7.28	3-14	7.61
Belgium	1.17%	9.847	21	19-29	24.16	19-29	23.87	19-28	23.58
Belize	.01%	.183	2	2-14	6.94	2-14	7.28	3-14	7.61
Benin	.01%	4.591	7	2-14	7.08	3-14	7.42	3-14	7.75
Bhutan	.01%	1.483	4	2-14	6.98	3-14	7.32	3-14	7.65
Bolivia	.01%	7.193	6	2-14	7.17	3-14	7.50	3-14	7.84
Botswana	.01%	1.256	1	2-14	6.98	3-14	7.31	3-14	7.65
Brazil	1.45%	147.404	27	28-38	32.63	27-37	32.19	27-37	31.75
Brunei Darussalam	.04%	.249	0	3-14	7.38	3-14	7.70	3-14	8.02
Bulgaria	.15%	8.989	9	4-14	9.27	5-14	9.52	5-15	9.78
Burkina Faso	.01%	8.766	7	2-14	7.22	3-14	7.55	3-14	7.89
Burundi	.01%	5.302	10	2-14	7.11	3-14	7.44	3-14	7.78
Byelorussian Soviet Socialist Republic	.33%	10.229	13	7-17	11.93	7-17	12.09	7-17	12.25
Cambodia	.01%	8.055	3	2-14	7.19	3-14	7.53	3-14	7.86
Cameroun	.01%	11.540	14	3-14	7.31	3-14	7.64	3-14	7.97
Canada	3.09%	26.248	53	45-61	52.68	44-59	51.35	43-58	50.02
Cape Verde	.01%	.359	1	2-14	6.95	2-14	7.28	3-14	7.62
Central African Republic	.01%	2.955	4	2-14	7.03	3-14	7.37	3-14	7.70
Chad	.01%	5.538	3	2-14	7.11	3-14	7.45	3-14	7.78
Chile	.08%	12.961	28	4-14	8.37	4-14	8.67	4-14	8.96
China	.79%	1122.370	42	46-62	54.11	46-62	54.02	46-62	53.93
Columbia	.14%	32.349	9	5-15	9.86	5-15	10.13	6-15	10.39
Comoros	.01%	.532	2	2-14	6.95	2-14	7.29	3-14	7.62
Congo	.01%	2.199	7	2-14	7.01	3-14	7.34	3-14	7.68
Costa Rica	.02%	2.959	3	2-14	7.18	3-14	7.51	3-14	7.84
Côte d'Ivoire	.02%	11.551	11	3-14	7.45	3-14	7.78	3-14	8.11
Cuba	.09%	10.522	11	4-14	8.44	4-14	8.73	4-14	9.02
Cyprus	.02%	.695	5	2-14	7.11	3-14	7.43	3-14	7.76
Czechoslovakia	.66%	15.649	14	12-22	16.91	12-22	16.90	12-22	16.88
Denmark	.69%	5.132	19	12-22	17.02	12-22	16.98	12-22	16.95

Base figure : 2,700
Number of countries : 159

Option D
Population = 6.0%
Contribution = 54.0%
Membership = 40.0%

Option E
Population = 6.0%
Contribution = 52.0%
Membership = 42.0%

Option F
Population = 6.0%
Contribution = 50.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option D Desirable range	Option D Mid-point	Option E Desirable range	Option E Mid-point	Option F Desirable range	Option F Mid-point
Djibouti	.01%	.398	1	2-14	6.95	2-14	7.28	3-14	7.62
Dominica	.01%	.082	1	2-14	6.94	2-14	7.27	3-14	7.61
Dominican Republic	.03%	7.019	6	3-14	7.45	3-14	7.78	3-14	8.10
Ecuador	.03%	10.490	4	3-14	7.56	3-14	7.89	3-14	8.21
Egypt	.07%	53.153	10	5-11	9.51	5-15	9.81	5-15	10.11
El Salvador	.01%	5.207	5	2-14	7.10	3-14	7.44	3-14	7.77
Equatorial Guinea	.01%	.341	3	2-14	6.95	2-14	7.28	3-14	7.62
Ethiopia	.01%	49.513	29	4-14	8.52	4-14	8.85	4-14	9.19
Fiji	.01%	.727	7	2-14	6.96	2-14	7.30	3-14	7.63
Finland	.51%	4.962	12	10-19	14.39	10-19	14.45	10-19	14.51
France	6.25%	56.160	109	85-115	99.71	82-111	96.67	80-108	93.64
Gabon	.03%	1.133	3	2-14	7.27	3-14	7.59	3-14	7.91
Gambia	.01%	.837	7	2-14	6.96	2-14	7.30	3-14	7.63
Germany	9.36%	78.620	123	124-168	145.77	120-162	141.05	116-157	136.34
Ghana	.01%	14.569	15	3-14	7.40	3-14	7.74	3-14	8.07
Greece	.40%	10.025	13	8-18	12.94	8-18	13.07	8-18	13.19
Grenada	.01%	.086	3	2-14	6.94	2-14	7.27	3-14	7.61
Guatemala	.02%	8.935	7	3-14	7.37	3-14	7.70	3-14	8.03
Guinea	.01%	5.587	6	2-14	7.12	3-14	7.45	3-14	7.78
Guinea-Bissau	.01%	.945	1	2-14	6.97	3-14	7.30	3-14	7.64
Guyana	.01%	.794	16	2-14	6.96	2-14	7.30	3-14	7.63
Haiti	.01%	5.609	6	2-14	7.12	3-14	7.45	3-14	7.78
Honduras	.01%	4.951	2	2-14	7.09	3-14	7.43	3-14	7.76
Hungary	.21%	10.578	9	5-15	10.19	6-15	10.42	6-15	10.64
Iceland	.03%	.253	5	2-14	7.24	3-14	7.56	3-14	7.88
India	.37%	811.817	41	32-44	38.08	32-44	38.22	33-44	38.36
Indonesia	.15%	179.136	8	10-19	14.69	10-20	14.95	10-20	15.21
Iran (Islamic Republic of)	.69%	54.203	18	14-23	18.58	14-23	18.55	14-23	18.51
Iraq	.12%	18.279	17	4-14	9.12	5-14	9.40	5-14	9.67
Ireland	.18%	3.515	14	5-14	9.53	5-15	9.77	5-15	10.01
Israel	.21%	4.509	15	5-15	10.00	5-15	10.22	6-15	10.45
Italy	3.99%	57.517	52	57-77	66.80	55-75	64.99	54-73	63.17
Jamaica	.01%	2.375	18	2-14	7.01	3-14	7.35	3-14	7.68
Japan	11.38%	123.116	88	150-203	176.64	145-196	170.83	140-190	165.03
Jordan	.01%	3.879	14	2-14	7.06	3-14	7.40	3-14	7.73
Kenya	.01%	24.872	15	3-14	7.73	3-14	8.07	4-14	8.40
Kuwait	.29%	2.048	0	6-16	11.09	6-16	11.27	7-16	11.45
Lao People's Democratic Republic	.01%	4.020	1	2-14	7.07	3-14	7.40	3-14	7.73
Lebanon	.01%	2.675	20	2-14	7.02	3-14	7.36	3-14	7.69
Lesotho	.01%	1.700	7	2-14	6.99	3-14	7.33	3-14	7.66
Liberia	.01%	2.508	9	2-14	7.02	3-14	7.35	3-14	7.69

Base figure : 2,700
Number of countries : 159

Option D
Population = 6.0%
Contribution = 54.0%
Membership = 40.0%

Option E
Population = 6.0%
Contribution = 52.0%
Membership = 42.0%

Option F
Population = 6.0%
Contribution = 50.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option D Desirable range	Option D Midpoint	Option E Desirable range	Option E Midpoint	Option F Desirable range	Option F Midpoint
Libyan Arab Jamahiriya	.28%	4.385	7	6-16	11.01	6-16	11.20	7-16	11.39
Liechtenstein	.01%	.028	0	2-14	6.94	2-14	7.27	3-14	7.61
Luxembourg	.06%	.377	4	3-14	7.68	3-14	7.99	3-14	8.29
Madagascar	.01%	11.625	9	3-14	7.31	3-14	7.64	3-14	7.98
Malawi	.01%	8.022	9	2-14	7.19	3-14	7.53	3-14	7.86
Malaysia	.11%	17.353	15	4-14	8.95	4-14	9.23	5-14	9.51
Maldives	.01%	.206	0	2-14	6.94	2-14	7.28	3-14	7.61
Mali	.01%	7.960	10	2-14	7.19	3-14	7.53	3-14	7.86
Malta	.01%	.352	6	2-14	6.95	2-14	7.28	3-14	7.62
Mauritania	.01%	1.969	5	2-14	7.00	3-14	7.33	3-14	7.67
Mauritius	.01%	1.068	12	2-14	6.97	3-14	7.31	3-14	7.64
Mexico	.94%	84.489	27	18-28	23.19	18-28	23.02	18-28	22.86
Mongolia	.01%	2.070	1	2-14	7.00	3-14	7.34	3-14	7.67
Morocco	.04%	24.432	11	3-14	8.15	4-14	8.47	4-14	8.79
Mozambique	.01%	15.326	1	3-14	7.43	3-14	7.76	3-14	8.09
Myanmar	.01%	40.810	7	3-14	8.24	4-14	8.57	4-14	8.91
Namibia	.01%	1.726	2	2-14	6.99	3-14	7.33	3-14	7.66
Nepal	.01%	18.442	13	3-14	7.53	3-14	7.86	3-14	8.19
Netherlands	1.65%	14.835	35	27-36	31.32	26-36	30.77	25-35	30.22
New Zealand	.24%	3.312	8	6-15	10.40	6-15	10.61	6-16	10.82
Nicaragua	.01%	3.745	3	2-14	7.06	3-14	7.39	3-14	7.73
Niger	.01%	7.491	4	2-14	7.18	3-14	7.51	3-14	7.84
Nigeria	.20%	105.018	16	8-18	13.06	8-18	13.29	9-18	13.52
Norway	.55%	4.227	15	10-20	14.95	10-20	14.99	10-20	15.03
Oman	.02%	1.448	2	2-14	7.13	3-14	7.46	3-14	7.79
Pakistan	.06%	108.678	16	6-16	11.13	7-16	11.44	7-17	11.75
Panama	.02%	2.370	4	2-14	7.16	3-14	7.49	3-14	7.82
Papua New Guinea	.01%	3.593	3	2-14	7.05	3-14	7.39	3-14	7.72
Paraguay	.03%	4.157	1	3-14	7.36	3-14	7.69	3-14	8.01
Peru	.06%	21.792	16	4-14	8.36	4-14	8.67	4-14	8.98
Philippines	.09%	60.097	65	5-15	10.02	6-15	10.31	6-15	10.60
Poland	.56%	37.854	14	11-21	16.16	11-21	16.20	11-21	16.24
Portugal	.18%	10.467	3	5-15	9.75	5-15	9.99	5-15	10.23
Qatar	.05%	.422	1	3-14	7.53	3-14	7.85	3-14	8.16
Romania	.19%	23.152	3	6-15	10.30	6-15	10.54	6-16	10.77
Rwanda	.01%	6.993	3	2-14	7.16	3-14	7.50	3-14	7.83
Saint Kitts and Nevis	.01%	.044	1	2-14	6.94	2-14	7.27	3-14	7.61
Saint Lucia	.01%	.148	4	2-14	6.94	2-14	7.28	3-14	7.61
Saint Vincent and the Grenadines	.01%	.113	1	2-14	6.94	2-14	7.28	3-14	7.61
Samoa	.01%	.163	2	2-14	6.94	2-14	7.28	3-14	7.61
Sao Tome and Principe	.01%	.116	0	2-14	6.94	2-14	7.28	3-14	7.61

Base figure : 2,700
Number of countries : 159

Option D
Population = 6.0%
Contribution = 54.0%
Membership = 40.0%

Option E
Population = 6.0%
Contribution = 52.0%
Membership = 42.0%

Option F
Population = 6.0%
Contribution = 50.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option D Desirable range	Option D Midpoint	Option E Desirable range	Option E Midpoint	Option F Desirable range	Option F Midpoint
Saudi Arabia	1.02%	14.435	4	17-27	22.12	17-27	21.91	17-27	21.70
Senegal	.01%	7.126	15	2-14	7.16	3-14	7.50	3-14	7.83
Seychelles	.01%	.067	2	2-14	6.94	2-14	7.27	3-14	7.61
Sierra Leone	.01%	4.046	15	2-14	7.07	3-14	7.40	3-14	7.74
Singapore	.11%	2.685	13	4-14	8.48	4-14	8.76	4-14	9.04
Solomun Islands	.01%	.311	0	2-14	6.95	2-14	7.28	3-14	7.62
Somalia	.01%	7.286	10	2-14	7.17	3-14	7.50	3-14	7.84
South Africa	.45%	34.509	11	10-19	14.45	10-19	14.55	10-19	14.65
Spain	1.95%	38.888	28	31 42	36.46	30 41	35.75	30-40	35.04
Sri Lanka	.01%	16.806	12	3-14	7.47	3-14	7.81	3-14	8.14
Sudan	.01%	24.492	9	3-14	7.72	3-14	8.05	4-14	8.39
Suriname	.01%	.400	3	2-14	6.95	2-14	7.28	3-14	7.62
Swaziland	.01%	.762	4	2-14	6.96	2-14	7.30	3-14	7.63
Sweden	1.21%	8.498	24	20-30	24.70	20-29	24.39	19-29	24.08
Syrian Arab Republic	.04%	11.719	9	3-14	7.75	3-14	8.07	4-14	8.38
Thailand	.10%	55.448	27	5-15	10.02	6-15	10.30	6-15	10.59
Togo	.01%	3.423	6	2-14	7.05	3-14	7.38	3-14	7.72
Trinidad and Tobago	.05%	1.262	16	3-14	7.56	3-14	7.87	3-14	8.19
Tunisia	.03%	7.997	21	3-14	7.48	3-14	7.81	3-14	8.13
Turkey	.32%	56.741	11	8-18	13.27	9-18	13.43	9-18	13.60
Uganda	.01%	18.106	14	3-14	7.51	3-14	7.85	3-14	8.18
Ukrainian Soviet Socialist Republic	1.25%	51.750	25	22-31	26.67	22-31	26.33	21-31	26.00
Union of Soviet Socialist Republics	9.99%	225.651	161	136-184	159.64	131-178	154.59	127-1,	149.53
United Arab Emirates	.19%	1.547	1	5-14	9.61	5-15	9.85	5-15	10.09
United Kingdom of Great Britain and Northern Ireland	4.86%	57.236	88	68-91	79.48	66-89	77.19	64-86	74.91
United Republic of Tanzania	.01%	24.802	18	3-14	7.73	3-14	8.06	4-14	8.40
United States of America	25.00%	247.350	385	322-436	379.18	311-421	366.02	300-406	352.86
Uruguay	.04%	3.077	11	3-14	7.47	3-14	7.79	3-14	8.11
Vanuatu	.01%	.155	0	2-14	6.94	2-14	7.28	3-14	7.61
Venezuela	.57%	19.246	13	11-21	15.72	11-21	15.75	11-21	15.78
Viet Nam	.01%	65.255	3	4-14	9.02	5-14	9.35	5-14	9.69
Yemen	.01%	11.271	9	2-14	7.30	3-14	7.63	3-14	7.97
Yugoslavia	.46%	23.695	15	9-19	14.25	10-19	14.35	10-19	14.44
Zaire	.01%	34.491	15	3-14	8.04	4-14	8.37	4-14	8.71
Zambia	.01%	7.804	10	2-14	7.19	3-14	7.52	3-14	7.85
Zimbabwe	.02%	9.122	6	3-14	7.37	3-14	7.70	3-14	8.03
Total	100.01%	5079.556	2580		2700.00		2700.06		2699.95

Base figure : 2,700
Number of countries : 159

Option D
Population = 6.0%
Contribution = 54.0%
Membership = 40.0%

Option E
Population = 6.0%
Contribution = 52.0%
Membership = 42.0%

Option F
Population = 6.0%
Contribution = 50.0%
Membership = 44.0%

Member State	Assessment	Population (Millions)	No. of staff	Option G Desirable range	Option G Mid-point	Option H Desirable range	Option H Mid point	Option I Desirable range	Option I Mid-point
Afghanistan	.01%	15.814	9	3-14	7.52	3-14	7.69	3-14	7.86
Albania	.01%	3.199	0	2-14	7.05	2-14	7.22	3-14	7.39
Algeria	.15%	24.290	18	5-15	9.84	5-15	9.97	5-15	10.10
Angola	.01%	9.739	1	2-14	7.30	3-14	7.46	3-14	7.63
Antigua and Babuda	.01%	.077	3	2-14	6.94	2-14	7.10	2-14	7.27
Argentina	.66%	31.929	26	13-22	17.42	13-22	17.42	13-22	17.41
Australia	1.57%	16.807	31	25-35	29.88	25-34	29.63	25-34	29.38
Austria	.74%	7.618	20	13-22	17.66	13-22	17.63	13-22	17.60
Bahamas	.02%	.249	1	2-14	7.09	2-14	7.25	3-14	7.42
Bahrain	.02%	.489	0	2-14	7.10	2-14	7.26	3-14	7.43
Bangladesh	.01%	106.507	16	6-16	10.90	6-16	11.06	6-16	11.23
Barbados	.01%	.255	6	2-14	6.94	2-14	7.11	2-14	7.28
Belgium	1.17%	9.847	21	19-29	23.90	19-29	23.75	19-28	23.61
Belize	.01%	.183	2	2-14	6.94	2-14	7.11	2-14	7.28
Benin	.01%	4.591	7	2-14	7.11	2-14	7.27	3-14	7.44
Bhutan	.01%	1.483	4	2-14	6.99	2-14	7.16	3-14	7.32
Bolivia	.01%	7.193	6	2-14	7.20	3-14	7.37	3-14	7.54
Botswana	.01%	1.256	1	2-14	6.98	2-14	7.15	3-14	7.32
Brazil	1.45%	147.404	27	28-38	33.03	28-38	32.80	28-37	32.58
Brunei Darussalam	.04%	.249	0	3-14	7.37	3-14	7.53	3-14	7.69
Bulgaria	.15%	8.989	9	4-14	9.27	5-14	9.40	5-14	9.53
Burkina Faso	.01%	8.766	7	2-14	7.26	3-14	7.43	3-14	7.60
Burundi	.01%	5.302	10	2-14	7.13	2-14	7.30	3-14	7.47
Byelorussian Soviet Socialist Republic	.33%	10.229	13	7-17	11.89	7-17	11.98	7-17	12.06
Cambodia	.01%	8.055	3	2-14	7.23	3-14	7.40	3-14	7.57
Cameroon	.01%	11.540	14	3-14	7.36	3-14	7.53	3-14	7.70
Canada	3.09%	26.248	53	44-60	51.99	44-59	51.32	43-58	50.66
Cape Verde	.01%	.359	1	2-14	6.95	2-14	7.12	2-14	7.28
Central African Republic	.01%	2.955	4	2-14	7.04	2-14	7.21	3-14	7.38
Chad	.01%	5.538	3	2-14	7.14	3-14	7.31	3-14	7.48
Chile	.08%	12.961	28	4-14	8.42	4-14	8.57	4-14	8.72
China	.79%	1122.370	42	51-69	59.86	51-69	59.81	51-69	59.77
Colombia	.14%	32.349	9	5-15	10.00	5-15	10.13	5-15	10.26
Comoros	.01%	.532	2	2-14	6.95	2-14	7.12	2-14	7.29
Congo	.01%	2.199	7	2-14	7.02	2-14	7.18	3-14	7.35
Costa Rica	.02%	2.959	3	2-14	7.19	3-14	7.35	3-14	7.52
Côte d'Ivoire	.02%	11.551	11	3-14	7.51	3-14	7.67	3-14	7.84
Cuba	.09%	10.522	11	4-14	8.47	4-14	8.62	4-14	8.76
Cyprus	.02%	.695	5	2-14	7.10	2-14	7.27	3-14	7.43
Czechoslovakia	.66%	15.649	14	12-22	16.82	12-22	16.81	12-22	16.80
Denmark	.69%	5.132	19	12-22	16.86	12-22	16.84	12-22	16.82

Base figure : 2,700
Number of countries : 159

Option G
Population = 7.0%
Contribution = 53.0%
Membership = 40.0%

Option H
Population = 7.0%
Contribution = 52.0%
Membership = 41.0%

Option I
Population = 7.0%
Contribution = 51.0%
Membership = 42.0%

Member State	Assessment	Population (Millions)	No. of staff	Option G Desirable range	Option G Midpoint	Option H Desirable range	Option H Midpoint	Option I Desirable range	Option I Midpoint
Djibouti	.01%	.398	1	2-14	6.95	2-14	7.12	2-14	7.28
Dominica	.01%	.082	1	2-14	6.94	2-14	7.11	2-14	7.27
Dominican Republic	.03%	7.019	6	3-14	7.48	3-14	7.64	3-14	7.81
Ecuador	.03%	10.490	4	3-14	7.61	3-14	7.77	3-14	7.94
Egypt	.07%	53.153	10	5-15	9.77	5-15	9.92	5-15	10.07
El Salvador	.01%	5.207	5	2-14	7.13	2-14	7.30	3-14	7.46
Equatorial Guinea	.01%	.341	3	2-14	6.95	2-14	7.11	2-14	7.28
Ethiopia	.01%	49.513	29	4-14	8.78	4-14	8.94	4-14	9.11
Fiji	.01%	.727	7	2-14	6.96	2-14	7.13	2-14	7.30
Finland	.51%	4.962	12	9-19	14.27	10-19	14.31	10-19	14.34
France	6.25%	56.160	109	84-113	98.32	82-111	96.80	81-110	95.28
Gabon	.03%	1.133	3	2-14	7.26	3-14	7.43	3-14	7.59
Gambia	.01%	.837	7	2-14	6.97	2-14	7.13	3-14	7.30
Germany	9.36%	78.620	123	122-165	143.66	120-162	141.30	118-160	138.94
Ghana	.01%	14.569	15	3-14	7.48	3-14	7.64	3-14	7.81
Greece	.40%	10.025	13	8-18	12.89	8-18	12.95	8-18	13.01
Grenada	.01%	.086	3	2-14	6.94	2-14	7.11	2-14	7.27
Guatemala	.02%	8.935	7	3-14	7.41	3-14	7.57	3-14	7.74
Guinea	.01%	5.587	6	2-14	7.14	3-14	7.31	3-14	7.48
Guinea-Bissau	.01%	.945	1	2-14	6.97	2-14	7.14	3-14	7.30
Guyana	.01%	.794	16	2-14	6.96	2-14	7.13	2-14	7.30
Haiti	.01%	5.609	6	2-14	7.14	3-14	7.31	3-14	7.48
Honduras	.01%	4.951	2	2-14	7.12	2-14	7.29	3-14	7.45
Hungary	.21%	10.578	9	5-15	10.19	6-15	10.30	6-15	10.42
Iceland	.03%	.253	5	2-14	7.23	3-14	7.39	3-14	7.55
India	.37%	811.817	41	36-49	42.29	36-49	42.36	36-49	42.43
Indonesia	.15%	179.136	8	11-20	15.60	11-21	15.73	11-21	15.86
Iran (Islamic Republic of)	.69%	54.203	18	14-23	18.68	14-23	18.67	14-23	18.65
Iraq	.12%	18.279	17	4-14	9.19	5-14	9.33	5-14	9.46
Ireland	.18%	3.515	14	5-14	9.50	5-14	9.62	5-15	9.74
Israel	.21%	4.509	15	5-15	9.96	5-15	10.08	5-15	10.19
Italy	3.99%	57.517	52	56-76	66.03	55-75	65.12	55-74	64.21
Jamaica	.01%	2.375	18	2-14	7.02	2-14	7.19	2-14	7.36
Japan	11.38%	123.116	88	148-200	174.22	146-197	171.32	143-194	168.41
Jordan	.01%	3.879	14	2-14	7.08	2-14	7.25	3-14	7.41
Kenya	.01%	24.872	15	3-14	7.86	3-14	8.03	3-14	8.19
Kuwait	.29%	2.048	0	6-16	11.02	6-16	11.11	6-16	11.20
Lao People's Democratic Republic	.01%	4.020	1	2-14	7.08	2-14	7.25	3-14	7.42
Lebanon	.01%	2.675	20	2-14	7.03	2-14	7.20	3-14	7.37
Lesotho	.01%	1.700	7	2-14	7.00	2-14	7.17	3-14	7.33
Liberia	.01%	2.508	9	2-14	7.03	2-14	7.20	3-14	7.36

Base figure : 2,700
Number of countries : 159

Option G
Population = 7.0%
Contribution = 53.0%
Membership = 40.0%

Option H
Population = 7.0%
Contribution = 52.0%
Membership = 41.0%

Option I
Population = 7.0%
Contribution = 51.0%
Membership = 42.0%

Member State	Assess-ment	Population (Millions)	No. of staff	Option G Desi-rable range	Option G Mid-point	Option H Desi-rable range	Option H Mid-point	Option I Desi-rable range	Option I Mid-point
Libyan Arab Jamahiriya	.28%	4.385	7	6-16	10.96	6-16	11.06	6-16	11.15
Liechtenstein	.01%	.028	0	2-14	6.94	2-14	7.10	2-14	7.27
Luxembourg	.06%	.377	4	3-14	7.66	3-14	7.82	3-14	7.97
Madagascar	.01%	11.625	9	3-14	7.37	3-14	7.53	3-14	7.70
Malawi	.01%	8.022	9	2-14	7.23	3-14	7.40	3-14	7.57
Malaysia	.11%	17.353	15	4-14	9.01	4-14	9.15	4-14	9.29
Maldives	.01%	.206	0	2-14	6.94	2-14	7.11	2-14	7.28
Mali	.01%	7.960	10	2-14	7.23	3-14	7.40	3-14	7.57
Malta	.01%	.352	6	2-14	6.95	2-14	7.12	2-14	7.28
Mauritania	.01%	1.969	5	2-14	7.01	2-14	7.18	3-14	7.34
Mauritius	.01%	1.068	12	2-14	6.97	2-14	7.14	3-14	7.31
Mexico	.94%	84.489	27	19-28	23.39	19-28	23.30	18-28	23.22
Mongolia	.01%	2.070	1	2-14	7.01	2-14	7.18	3-14	7.35
Morocco	.04%	24.432	11	3-14	8.27	4-14	8.43	4-14	8.59
Mozambique	.01%	15.326	1	3-14	7.51	3-14	7.67	3-14	7.84
Myanmar	.01%	40.810	7	4-14	8.45	4-14	8.62	4-14	8.79
Namibia	.01%	1.726	2	2-14	7.00	2-14	7.17	3-14	7.33
Nepal	.01%	18.442	13	3-14	7.62	3-14	7.79	3-14	7.96
Netherlands	1.65%	14.835	35	26-36	30.95	26-35	30.68	26-35	30.40
New Zealand	.24%	3.312	8	6-15	10.35	6-15	10.45	6-15	10.56
Nicaragua	.01%	3.745	3	2-14	7.07	2-14	7.24	3-14	7.41
Niger	.01%	7.491	4	2-14	7.21	3-14	7.38	3-14	7.55
Nigeria	.20%	105.018	16	9-18	13.56	9-18	13.68	9-19	13.79
Norway	.55%	4.227	15	10-20	14.82	10-20	14.84	10-20	14.86
Oman	.02%	1.448	2	2-14	7.13	2-14	7.30	3-14	7.46
Pakistan	.06%	108.678	16	7-16	11.69	7-17	11.85	7-17	12.00
Panama	.02%	2.370	4	2-14	7.17	3-14	7.33	3-14	7.50
Papua New Guinea	.01%	3.593	3	2-14	7.07	2-14	7.24	3-14	7.40
Paraguay	.03%	4.157	1	3-14	7.38	3-14	7.54	3-14	7.70
Peru	.06%	21.792	16	4-14	8.46	4-14	8.61	4-14	8.77
Philippines	.09%	60.097	65	6-15	10.32	6-15	10.46	6-15	10.61
Poland	.56%	37.854	14	11-21	16.21	11-21	16.23	11-21	16.25
Portugal	.18%	10.467	3	5-15	9.76	5-15	9.88	5-15	10.00
Qatar	.05%	.422	1	3-14	7.52	3-14	7.68	3-14	7.84
Romania	.19%	23.152	3	6-15	10.37	6-15	10.49	6-15	10.61
Rwanda	.01%	6.993	3	2-14	7.20	3-14	7.36	3-14	7.53
Saint Kitts and Nevis	.01%	.044	1	2-14	6.94	2-14	7.10	2-14	7.27
Saint Lucia	.01%	.148	4	2-14	6.94	2-14	7.11	2-14	7.27
Saint Vincent and the Grenadines	.01%	.113	1	2-14	6.94	2-14	7.11	2-14	7.27
Samoa	.01%	.163	2	2-14	6.94	2-14	7.11	2-14	7.28
Sao Tome and Principe	.01%	.116	0	2-14	6.94	2-14	7.11	2-14	7.27

Base figure : 2,700
Number of countries : 159

Option G
Population = 7.0%
Contribution = 53.0%
Membership = 40.0%

Option H
Population = 7.0%
Contribution = 52.0%
Membership = 41.0%

Option I
Population = 7.0%
Contribution = 51.0%
Membership = 42.0%

Member State	Assessment	Population (Millions)	No. of staff	Option G Desirable range	Option G Mid-point	Option H Desirable range	Option H Mid-point	Option I Desirable range	Option I Mid-point
Saudi Arabia	1.02%	14.435	4	17-27	21.93	17-27	21.82	17-27	21.71
Senegal	.01%	7.126	15	2-14	7.20	3-14	7.37	3-14	7.53
Seychelles	.01%	.067	2	2-14	6.94	2-14	7.10	2-14	7.27
Sierra Leone	.01%	4.046	15	2-14	7.09	2-14	7.25	3-14	7.42
Singapore	.11%	2.685	13	4-14	8.47	4-14	8.61	4-14	8.75
Solomon Islands	.01%	.311	0	2-14	6.95	2-14	7.11	2-14	7.28
Somalia	.01%	7.286	10	2-14	7.21	3-14	7.37	3-14	7.54
South Africa	.45%	34.509	11	10-19	14.52	10-19	14.56	10-19	14.61
Spain	1.95%	38.888	28	31-42	36.14	30-41	[illegible].79	30-41	35.43
Sri Lanka	.01%	16.806	12	3-14	7.56	3-14	7.73	3-14	7.89
Sudan	.01%	24.492	9	3-14	7.85	3-14	8.01	3-14	8.18
Suriname	.01%	.400	3	2-14	6.95	2-14	7.12	2-14	7.28
Swaziland	.01%	.762	4	2-14	6.96	2-14	7.13	2-14	7.30
Sweden	1.21%	8.498	24	20-29	24.42	19-29	24.27	19-29	24.11
Syrian Arab Republic	.04%	11.719	9	3-14	7.80	3-14	7.96	3-14	8.12
Thailand	.10%	55.448	27	5-15	10.29	6-15	10.43	6-15	10.57
Togo	.01%	3.423	6	2-14	7.06	2-14	7.23	3-14	7.40
Trinidad and Tobago	.05%	1.262	16	3-14	7.55	3-14	7.71	3-14	7.87
Tunisia	.03%	7.997	21	3-14	7.52	3-14	7.68	3-14	7.84
Turkey	.32%	56.741	11	9-18	13.48	9-18	13.57	9-18	13.65
Uganda	.01%	18.106	14	3-14	7.61	3-14	7.78	3-14	7.94
Ukrainian Soviet Socialist Republic	1.25%	51.750	25	22-31	26.60	22-31	26.44	21-31	26.27
Union of Soviet Socialist Republics	9.99%	225.651	161	134-182	158.14	132-179	155.62	130-176	153.09
United Arab Emirates	.19%	1.547	1	5-14	9.57	5-14	9.69	5-15	9.81
United Kingdom of Great Britain and Northern Ireland	4.86%	57.236	88	67-90	78.47	66-89	77.33	65-88	76.18
United Republic of Tanzania	.01%	24.802	18	3-14	7.86	3-14	8.02	3-14	8.19
United States of America	25.00%	247.350	385	318-430	373.75	312-422	367.17	306-415	360.59
Uruguay	.04%	3.077	11	3-14	7.48	3-14	7.64	3-14	7.80
Vanuatu	.01%	.155	0	2-14	6.94	2-14	7.11	2-14	7.27
Venezuela	.57%	19.246	13	11-20	15.66	11-20	15.68	11-20	15.70
Viet Nam	.01%	65.255	3	5-14	9.36	5-14	9.53	5-14	9.70
Yemen	.01%	11.271	9	3-14	7.35	3-14	7.52	3-14	7.69
Yugoslavia	.46%	23.695	15	9-19	14.26	10-19	14.30	10-19	14.35
Zaire	.01%	34.491	15	3-14	8.22	4-14	8.39	4-14	8.55
Zambia	.01%	7.804	10	2-14	7.23	3-14	7.39	3-14	7.56
Zimbabwe	.02%	9.122	6	3-14	7.42	3-14	7.58	3-14	7.75
Total	100.01%	5079.556	2580		2700.00		2700.03		2700.06

Base figure : 2,700
Number of countries : 159

Option G
Population = 7.0%
Contribution = 53.0%
Membership = 40.0%

Option H
Population = 7.0%
Contribution = 52.0%
Membership = 41.0%

Option I
Population = 7.0%
Contribution = 51.0%
Membership = 42.0%

/...

Member State	Assessment	Population (Millions)	No. of staff	Option J Desirable range	Option J Mid-point	Option K Desirable range	Option K Mid-point
Afghanistan	.01%	15.814	9	4-14	8.61	3-14	7.54
Albania	.01%	3.199	0	3-14	8.21	2-14	7.06
Algeria	.15%	24.290	18	6-15	10.66	5-15	9.86
Angola	.01%	9.739	1	4-14	8.42	3-14	7.31
Antigua and Babuda	.01%	.077	3	3-14	8.11	2-14	6.94
Argentina	.66%	31.929	26	13-22	17.37	13-22	17.42
Australia	1.57%	16.807	31	24-33	28.44	25-35	29.82
Austria	.74%	7.618	20	13-22	17.61	13-22	17.63
Bahamas	.02%	.249	1	3-14	8.24	2-14	7.09
Bahrain	.02%	.489	0	3-14	8.25	2-14	7.10
Bangladesh	.01%	106.507	16	7-16	11.50	6-16	11.01
Barbados	.01%	.255	6	3-14	8.12	2-14	6.94
Belgium	1.17%	9.847	21	18-28	23.14	19-29	23.85
Belize	.01%	.183	2	3-14	8.11	2-14	6.94
Benin	.01%	4.591	7	3-14	8.25	2-14	7.11
Bhutan	.01%	1.483	4	3-14	8.15	2-14	6.99
Bolivia	.01%	7.193	6	4-14	8.34	2-14	7.21
Botswana	.01%	1.256	1	3-14	8.15	2-14	6.98
Brazil	1.45%	147.404	27	26-36	31.08	28-38	33.10
Brunei Darussalam	.04%	.249	0	4-14	8.50	3-14	7.37
Bulgaria	.15%	8.989	9	5-15	10.17	4-14	9.27
Burkina Faso	.01%	8.766	7	4-14	8.39	2-14	7.27
Burundi	.01%	5.302	10	3-14	8.28	2-14	7.14
Byelorussian Soviet Socialist Republic	.33%	10.229	13	8-17	12.49	7-17	11.89
Cambodia	.01%	8.055	3	4-14	8.36	2-14	7.24
Cameroon	.01%	11.540	14	4-14	8.48	3-14	7.38
Canada	3.09%	26.248	53	41-55	48.03	44-60	51.85
Cape Verde	.01%	.359	1	3-14	8.12	2-14	6.95
Central African Republic	.01%	2.955	4	3-14	8.20	2-14	7.05
Chad	.01%	5.538	3	3-14	8.28	2-14	7.15
Chile	.08%	12.961	28	5-14	9.41	4-14	8.43
China	.79%	1122.370	42	46-62	53.80	52-70	61.01
Colombia	.14%	32.349	9	6-16	10.79	5-15	10.03
Comoros	.01%	.532	2	3-14	8.12	2-14	6.95
Congo	.01%	2.199	7	3-14	8.18	2-14	7.02
Costa Rica	.02%	2.959	3	4-14	8.33	2-14	7.19
Côte d'Ivoire	.02%	11.551	11	4-14	8.60	3-14	7.52
Cuba	.09%	10.522	11	5-14	9.46	4-14	8.48
Cyprus	.02%	.695	5	3-14	8.26	2-14	7.10
Czechoslovakia	.66%	15.649	14	12-22	16.86	12-22	16.80
Denmark	.69%	5.132	19	12-22	16.90	12-22	16.82

Base figure : 2,700
Number of countries : 159

Option J
Population = 6.0%
Contribution = 47.0%
Membership = 47.0%

Option K
Population = 7.2%
Contribution = 52.8%
Membership = 40.0%

Member State	Assessment	Population (Millions)	No. of staff	Option J Desirable range	Option J Midpoint	Option K Desirable range	Option K Midpoint
Djibouti	.01%	.398	1	3-14	8.12	2-14	6.95
Dominica	.01%	.082	1	3-14	8.11	2-14	6.94
Dominican Republic	.03%	7.019	6	4-14	8.58	3-14	7.49
Ecuador	.03%	10.490	4	4-14	8.70	3-14	7.62
Egypt	.07%	53.153	10	6-15	10.56	5-15	9.82
El Salvador	.01%	5.207	5	3-14	8.27	2-14	7.13
Equatorial Guinea	.01%	.341	3	3-14	8.12	2-14	6.95
Ethiopia	.01%	49.513	29	5-14	9.69	4-14	8.83
Fiji	.01%	.727	7	3-14	8.13	2-14	6.96
Finland	.51%	4.962	12	10-19	14.61	9-19	14.25
France	6.25%	56.160	109	76-102	89.08	83-113	98.04
Gabon	.03%	1.133	3	4-14	8.40	2-14	7.26
Gambia	.01%	.837	7	3-14	8.13	2-14	6.97
Germany	9.36%	78.620	123	110-149	129.27	122-165	143.24
Ghana	.01%	14.569	15	4-14	8.57	3-14	7.49
Greece	.40%	10.025	13	9-18	13.38	8-18	12.88
Grenada	.01%	.086	3	3-14	8.11	2-14	6.94
Guatemala	.02%	8.935	7	4-14	8.52	3-14	7.42
Guinea	.01%	5.587	6	3-14	8.29	2-14	7.15
Guinea-Bissau	.01%	.945	1	3-14	8.14	2-14	6.97
Guyana	.01%	.794	16	3-14	8.13	2-14	6.96
Haiti	.01%	5.609	6	3-14	8.29	2-14	7.15
Honduras	.01%	4.951	2	3-14	8.26	2-14	7.12
Hungary	.21%	10.578	9	6-16	10.98	5-15	10.19
Iceland	.03%	.253	5	4-14	8.37	2-14	7.23
India	.37%	811.817	41	33-44	38.57	37-50	43.14
Indonesia	.15%	179.136	8	11-20	15.60	11-21	15.79
Iran (Islamic Republic of)	.69%	54.203	18	14-23	18.47	14-24	18.70
Iraq	.12%	18.279	17	5-15	10.09	4-14	9.20
Ireland	.18%	3.515	14	6-15	10.38	5-14	9.49
Israel	.21%	4.509	15	6-16	10.79	5-15	9.96
Italy	3.99%	57.517	52	51-70	60.45	56-76	65.87
Jamaica	.01%	2.375	18	3-14	8.18	2-14	7.02
Japan	11.38%	123.116	88	133-180	156.32	148-200	173.74
Jordan	.01%	3.879	14	3-14	8.23	2-14	7.08
Kenya	.01%	24.872	15	4-14	8.90	3-14	7.89
Kuwait	.29%	2.048	0	7-17	11.73	6-16	11.00
Lao People's Democratic Republic	.01%	4.020	1	3-14	8.24	2-14	7.09
Lebanon	.01%	2.675	20	3-14	8.19	2-14	7.04
Lesotho	.01%	1.700	7	3-14	8.16	2-14	7.00
Liberia	.01%	2.508	9	3-14	8.19	2-14	7.03

Base figure : 2,700
Number of countries : 159

Option J
Population = 6.0%
Contribution = 47.0%
Membership = 47.0%

Option K
Population = 7.2%
Contribution = 52.8%
Membership = 40.0%

/...

Member State	Assessment	Population (Millions)	No. of staff	Option J Desirable range	Option J Mid-point	Option K Desirable range	Option K Mid-point
Libyan Arab Jamahiriya	.28%	4.385	7	7-16	11.67	6-16	10.95
Liechtenstein	.01%	.028	0	3-14	8.11	2-14	6.94
Luxembourg	.06%	.377	4	4-14	8.75	3-14	7.66
Madagascar	.01%	11.625	9	4-14	8.48	3-14	7.38
Malawi	.01%	8.022	9	4-14	8.36	2-14	7.24
Malaysia	.11%	17.353	15	5-15	9.93	4-14	9.02
Maldives	.01%	.206	0	3-14	8.11	2-14	6.94
Mali	.01%	7.960	10	4-14	8.36	2-14	7.24
Malta	.01%	.352	6	3-14	8.12	2-14	6.95
Mauritania	.01%	1.969	5	3-14	8.17	2-14	7.01
Mauritius	.01%	1.068	12	3-14	8.14	2-14	6.97
Mexico	.94%	84.489	27	18-27	22.60	19-28	23.43
Mongolia	.01%	2.070	1	3-14	8.17	2-14	7.01
Morocco	.04%	24.432	11	4-14	9.27	3-14	8.30
Mozambique	.01%	15.326	1	4-14	8.60	3-14	7.52
Myanmar	.01%	40.810	7	5-14	9.41	4-14	8.50
Namibia	.01%	1.726	2	3-14	8.16	2-14	7.00
Nepal	.01%	18.442	13	4-14	8.70	3-14	7.64
Netherlands	1.65%	14.835	35	25-34	29.39	26-36	30.88
New Zealand	.24%	3.312	8	6-16	11.13	6-15	10.34
Nicaragua	.01%	3.745	3	3-14	8.23	2-14	7.08
Niger	.01%	7.491	4	4-14	8.35	2-14	7.22
Nigeria	.20%	105.018	16	9-19	13.87	9-18	13.66
Norway	.55%	4.227	15	10-20	15.09	10-20	14.79
Oman	.02%	1.448	2	3-14	8.28	2-14	7.13
Pakistan	.06%	108.678	16	7-17	12.21	7-17	11.81
Panama	.02%	2.370	4	4-14	8.31	2-14	7.17
Papua New Guinea	.01%	3.593	3	3-14	8.22	2-14	7.07
Paraguay	.03%	4.157	1	4-14	8.49	3-14	7.38
Peru	.06%	21.792	16	5-14	9.44	4-14	8.48
Philippines	.09%	60.097	65	6-16	11.04	6-15	10.37
Poland	.56%	37.854	14	11-21	16.29	11-21	16.22
Portugal	.18%	10.467	3	6-15	10.60	5-15	9.76
Qatar	.05%	.422	1	4-14	8.63	3-14	7.52
Romania	.19%	23.152	3	6-16	11.13	6-15	10.39
Rwanda	.01%	6.993	3	4-14	8.33	2-14	7.20
Saint Kitts and Nevis	.01%	.044	1	3-14	8.11	2-14	6.94
Saint Lucia	.01%	.148	4	3-14	8.11	2-14	6.94
Saint Vincent and the Grenadines	.01%	.113	1	3-14	8.11	2-14	6.94
Samoa	.01%	.163	2	3-14	8.11	2-14	6.94
Sao Tome and Principe	.01%	.116	0	3-14	8.11	2-14	6.94

Base figure : 2,700
Number of countries : 159

Option J
Population = 6.0%
Contribution = 47.0%
Membership = 47.0%

Option K
Population = 7.2%
Contribution = 52.8%
Membership = 40.0%

Member State	Assessment	Population (Millions)	No. of staff	Option J Desirable range	Option J Midpoint	Option K Desirable range	Option K Midpoint
Saudi Arabia	1.02%	14.435	4	17-26	21.38	17-27	21.89
Senegal	.01%	7.126	15	4-14	8.33	2-14	7.21
Seychelles	.01%	.067	2	3-14	8.11	2-14	6.94
Sierra Leone	.01%	4.046	15	3-14	8.24	2-14	7.09
Singapore	.11%	2.685	13	5-14	9.46	4-14	8.46
Solomon Islands	.01%	.311	0	3-14	8.12	2-14	6.95
Somalia	.01%	7.286	10	4-14	8.34	2-14	7.21
South Africa	.45%	34.509	11	10-20	14.79	10-19	14.53
Spain	1.95%	38.888	28	29-39	33.97	31-41	36.08
Sri Lanka	.01%	16.806	12	4-14	8.64	3-14	7.58
Sudan	.01%	24.492	9	4-14	8.89	3-14	7.87
Suriname	.01%	.400	3	3-14	8.12	2-14	6.95
Swaziland	.01%	.762	4	3-14	8.13	2-14	6.96
Sweden	1.21%	8.498	24	19-28	23.61	20-29	24.37
Syrian Arab Republic	.04%	11.719	9	4-14	8.86	3-14	7.81
Thailand	.10%	55.448	27	6-16	11.02	6-15	10.34
Togo	.01%	3.423	6	3-14	8.22	2-14	7.07
Trinidad and Tobago	.05%	1.262	16	4-14	8.66	3-14	7.55
Tunisia	.03%	7.997	21	4-14	8.62	3-14	7.53
Turkey	.32%	56.741	11	9-19	13.85	9-18	13.52
Uganda	.01%	18.106	14	4-14	8.68	3-14	7.63
Ukrainian Soviet Socialist Republic	1.25%	51.750	25	21-30	25.49	22-31	26.59
Union of Soviet Socialist Republics	9.99%	225.651	161	121-163	141.95	134-182	157.84
United Arab Emirates	.19%	1.547	1	6-15	10.44	5-14	9.56
United Kingdom of Great Britain and Northern Ireland	4.86%	57.236	68	61-82	71.48	67-90	78.27
United Republic of Tanzania	.01%	24.802	18	4-14	8.90	3-14	7.88
United States of America	25.00%	247.350	385	283-383	333.12	317-429	372.66
Uruguay	.04%	3.077	11	4-14	8.59	3-14	7.48
Vanuatu	.01%	.155	0	3-14	8.11	2-14	6.94
Venezuela	.57%	19.246	13	11-21	15.83	11-20	15.65
Viet Nam	.01%	65.255	3	5-15	10.19	5-14	9.43
Yemen	.01%	11.271	9	4-14	8.47	3-14	7.37
Yugoslavia	.46%	23.695	15	10-19	14.57	9-19	14.26
Zaire	.01%	34.491	15	4-14	9.21	3-14	8.25
Zambia	.01%	7.804	10	4-14	8.36	2-14	7.23
Zimbabwe	.02%	9.122	6	4-14	8.52	3-14	7.43
Total	100.01%	5079.556	2580		2700.03		2699.99

Base figure : 2,700
Number of countries : 159

Option J
Population = 6.0%
Contribution = 47.0%
Membership = 47.0%

Option K
Population = 7.2%
Contribution = 52.8%
Membership = 40.0%

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/46/3
6 September 1991

ORIGINAL: ENGLISH

Forty-sixth session
FIFTH COMMITTEE
Item 108 of the provisional agenda*

PROGRAMME BUDGET FOR THE BIENNIUM 1990-1991

Standards of accommodation for air travel

Report of the Secretary-General

INTRODUCTION

1. The present report is presented in accordance with General Assembly decision 44/442 of 21 December 1989, in which the Assembly requested the Secretary-General to continue to submit to it annual reports on standards of accommodation for air travel. It covers the period from 1 July 1990 to 30 June 1991. As also requested by the Assembly in its decision 40/455 of 18 December 1985 and its resolution 45/248 A, section XIII, of 21 December 1990, respectively, information is included on all expenditures by the United Nations for first-class travel and on the meetings attended by eminent persons for whom exceptions have been made for first-class air travel.

2. During that period, standards of accommodation for air travel were governed by General Assembly resolution 42/214 of 21 December 1987, in which the Assembly provided that all individuals, with the exception of the Secretary-General and the heads of delegations of the least developed countries to the regular and special sessions of the General Assembly, whose travel was financed by United Nations organizations and programmes and who had been previously entitled to first-class accommodation, would be required to travel at the class immediately below first class. In the same resolution, the Assembly also authorized the Secretary-General to exercise his discretion in making exceptions to allow first-class travel on a case-by-case basis.

---

* A/46/150.

I. DELEGATION TRAVEL

3. As indicated in paragraph 2, General Assembly resolution 42/214 limits the payment of first-class accommodation by air to one representative of each Member State designated as a least developed country attending regular, special or emergency sessions of the Assembly. Table 1 sets out the expenditures arising from payment of such travel.

Table 1. First class travel with respect to delegates of Member States attending the General Assembly

(1 July 1990-30 June 1991)

	No. of journeys	Total cost of travel $
Forty-fifth session of the General Assembly	26	117 420
Total	26	117 420

II. EXCEPTIONS AUTHORIZED BY THE SECRETARY-GENERAL

4. As previously stated, General Assembly resolution 42/214 authorized the Secretary-General to exercise his discretion in making exceptions to allow first-class travel on a case-by-case basis. In addition, business-class travel may be authorized by the Secretary-General in special circumstances, in accordance with administrative instruction ST/AI/249/Rev.3 of 29 March 1989.

5. Generally, in reviewing cases that may warrant an exception, the Secretary-General takes into consideration the following circumstances:

(a) A medical condition may exist necessitating a level of comfort not available in the normal standard of accommodation to which the traveller is entitled. Such cases are referred to the United Nations Medical Director for recommendation. Exceptions may also be granted when a traveller is of an advanced age and the normal standard of travel would have a detrimental effect on the traveller's health;

(b) The normal standard of accommodation is not available, and owing to exigencies of the service, the traveller is required to travel on a particular date. Cases also arise where accommodation at the normal entitlement is not available and the cost of the daily subsistence allowance, whilst waiting for the next available seat, would be greater than the higher standard of travel;

(c) Where the traveller is considered an eminent person such as a former head of State or prominent personality who is donating his or her services free of charge to the Organization, and, in some cases, at a loss of personal

income, such individuals may be accorded the standard of accommodation to which they have become accustomed;

(d) A staff member, after completing a full day of work, is required to travel through the night in order to resume work, attend meetings or present a paper at another location on the following morning or immediately upon arrival. Where such cases involve arduous journeys, it has been deemed reasonable that the standard of accommodation accorded to the traveller provides the best rest possible while travelling, or provides conditions most conducive to work while flying, or both.

6. In respect of the exceptions to air travel authorized during the period from 1 July 1990 to 30 June 1991, owing to the circumstances referred to in paragraph 5 above, the present report provides detailed information as to the additional cost of, and reasons for, such exceptions in annexes I-V.

7. For travel during the period from 1 July 1990 to 30 June 1991, the Secretary-General exercised his discretion by authorizing, as an exception, 65 cases of first-class travel. In addition, during the same period, the Secretary-General authorized business-class travel as an exception to the standards of accommodation in 35 cases.

8. It should be noted that, during the period under review, the Secretary-General was accompanied on all his trips by a personal aide/security officer who travelled with him in first class.

9. As a comparison, tables 2 and 3 provide a summary, by category, of all the exceptions granted during the present and previous reporting period.

10. The total additional cost incurred by the Organization as a result of exceptions to the applicable provisions during the period from 1 July 1990 to 30 June 1991 was $100,477. This compares with a total additional cost of $95,956 for the previous reporting period.

11. In the context of monitoring adherence to the standards of accommodation for air travel, cases were identified in which a higher standard of air travel was undertaken than the normal entitlement, for which no exception had been sought or granted. In a number of these cases, subsequent ex post facto approval was sought for an exception to the standards of accommodation. In this regard, details of the exceptions authorized by the Secretary-General relating to the previous reporting periods are outlined in annex V to the present report.

Table 2. Summary of exceptions

(1 July 1990-30 June 1991)

Reasons for exceptions	First class		Business class		Total	
	Number of trips	Additional cost	Number of trips	Additional cost	Number of trips	Additional cost
		$		$		$
Medical condition or advanced age	14	23 890	7	7 914	21	31 804
Standard of accommodation not available	24	10 619	7	3 142	31	13 761
Eminent persons	18	26 343	16	7 750	34	34 093
Arduous journeys	2	1 457	5	2 898	7	4 355
Personal aides	7	16 464	0	0	7	16 464
Total	65	78 773	35	21 704	100	100 477

Table 3. Summary of exceptions

(1 July 1989-30 June 1990)

Reasons for exceptions	First class		Business class		Total	
	Number of trips	Additional cost	Number of trips	Additional cost	Number of trips	Additional cost
	$	$	$	$	$	$
Medical condition or advanced age	20	29 072	8	5 485	28	34 557
Standard of accommodation not available	25	10 241	12	7 740	37	17 981
Eminent persons	19	20 655	13	3 928	32	24 583
Arduous journeys	4	3 311	0	0	4	3 311
Personal aides	8	15 524	0	0	8	15 524
Total	76	78 803	33	17 153	109	95 956

Annex I

EXCEPTIONS AUTHORIZED OWING TO MEDICAL CONDITION OR ADVANCED AGE

(1 July 1990-30 June 1991)

Designation of traveller	Itinerary	Additional cost
		$
A. First class		
Chairman, Committee on Contributions	Lahore/Karachi/Zurich/Vienna/ Zurich/New York/Geneva/Lahore	16
Chairman, Committee on Contributions	Lahore/Karachi/Zurich/Geneva/ New York/Zurich/Vienna/Zurich/ Karachi/Lahore	196
Consultant, United Nations Development Programme (UNDP)	Tunis/New York	588
Member, United Nations Administrative Tribunal (UNAT)	Delhi/New York/Delhi	1 935
Member, UNAT	London/New York/London	2 700
Executive Director, United Nations Environment Programme (UNEP)	Geneva/Cairo/Nairobi	436
Executive Director, UNEP	.../Prague/Piestany/Prague/ London/Stockholm/Sundsvall/ Stockholm/Geneva/Cairo/.../ Copenhagen/Geneva/.../ New York/Washington/New York/ .../Geneva/Zurich/Vienna/ London/Geneva/Nairobi a/	3 858
Executive Director, UNEP	.../Amsterdam/Cairo/Nairobi	3 764
Executive Director, UNEP	Nairobi/Frankfurt/Moscow/ Frankfurt/Valletta/Frankfurt/ Montreal/Paris/Cairo/London/ Geneva/Nairobi	2 581

/...

Designation of traveller	Itinerary	Additional cost
		$
Executive Director, UNEP	Nairobi/Cairo/Paris/.../ Frankfurt/Cairo/Nairobi	2 915
Executive Director, UNEP	.../Geneva/Cairo/Nairobi	1 033
Executive Director, UNEP	.../Amsterdam/Geneva/Paris/ Geneva/.../New York/Washington/ New York/.../Cairo/Nairobi	2 242
Executive Director, UNEP	.../Stockholm/Geneva/Cairo/ Nairobi	858
Executive Director, UNEP	Geneva/Madrid/Brussels/Geneva/ Prague/Piestany/Bratislava/ Prague/Frankfurt/...	768
Total, A		23 890
B. Business class		
Senior Technical Adviser, Department of International Economic Cooperation	New York/Geneva/Rome/Paris/ New York	1 000
Senior Technical Adviser, Department of International Economic Cooperation	New York/Rome/Paris/New York	1 927
Consultant, Offices of the Secretary-General	Geneva/New York/Geneva	722
Consultant, Office of the United Nations Disaster Relief Organization Coordinator	Melbourne/Apia/Melbourne	675
Chief, United Nations Postal Administration (UNPA)	New York/London/Vienna/Geneva/ New York	800
Staff member, Division for Palestinian Rights	New York/Geneva/New York	1 345

Designation of traveller	Itinerary	Additional cost
		$
Staff member, Division for Palestinian Rights	New York/Geneva/New York	1 445
Total, B		7 914
Grand total, A and B		31 804

a/ The points of ellipses in a given itinerary indicate that some legs of the itinerary were by the regular standard of accommodation and no exception was involved.

Annex II

EXCEPTIONS AUTHORIZED WHEN THE STANDARD OF ACCOMMODATION WAS NOT AVAILABLE

(1 July 1990-30 June 1991)

Designation of traveller	Itinerary	Additional cost
		$
A. First class		
Executive Assistant to the Secretary-General	.../Tunis/Paris/... a/	78
Assistant Secretary-General Office of Human Resources Management	.../Amman/Baghdad/Amman/...	94
Assistant Secretary-General, Office of Human Resources Management	.../Amman/Baghdad/Amman/...	94
Minister of Planning, Ecuador	Quito/Mexico/Quito	528
Staff member, Office of the Secretary-General	.../Tunis/Paris/...	78
Chef de Cabinet	.../Amman/Baghdad/Amman/...	77
Interpreter, Office of the United Nations High Commissioner for Refugees (UNHCR)	Geneva/London/Kuwait/...	631
Administrator, UNDP	Istanbul/Delhi	224
Consultant, UNDRO	.../Frankfurt/Amman/Tunis	525
Under-Secretary-General, Department for Special Political Questions, Regional Cooperation, Decolonization and Trusteeship	.../Harare/Nairobi/Kampala/...	580

Designation of traveller	Itinerary	Additional cost
		$
Staff member, UNHCR	Geneva/London/Kuwait/...	631
Under-Secretary-General, United Nations Children's Fund (UNICEF)	.../London/New York	1 260
Assistant Secretary-General, UNICEF	.../London/New York	1 260
Expert, UNHCR	Geneva/London/Kuwait/...	631
Participant in the Expert Group Meeting on Wind Energy Technology	.../Shantou/Bangkok/Dhaka	112
Director, UNHCR	.../Frankfurt/Cairo	762
Staff Member, UNHCR	Geneva/London/Kuwait/...	631
Assistant Secretary-General, United Nations Observer Group in Central America (ONUCA)	.../London/Amman/...	396
Executive Director, United Nations Population Fund (UNFPA)	.../Bujumbura/Addis Ababa	91
Interpreter, UNHCR	Geneva/London/Kuwait/...	631
Under-Secretary-General, United Nations Office at Geneva	.../London/Amman/...	759
Judge, Federal Court, Lagos, United Nations Office at Vienna	Lagos/London/...	382
Head of Asia Bureau, UNHCR	.../Manila/Kuala Lumpur/...	134
Head of Asia Bureau, UNHCR	.../Jakarta/Singapore/...	30
Total, A		10 619

Designation of traveller	Itinerary	Additional cost
		$
B. Business class		
Head of Desk for North Africa and the Middle East, UNHCR	Geneva/Zurich/Cairo/Zurich/ Geneva	274
Specialist, United Nations Volunteers (UNV)	Geneva/Paris/Amman/...	200
Special Adviser to the High Commissioner, UNHCR	Geneva/Zurich/Cairo/Zurich/ Geneva	274
Member, Committee for Programme and Coordination	Yaounde/New York/Yaounde	414
Senior Legal Consultant, Office of the Secretary-General	Caracas/Mexico/...	42
Staff member, United Nations Conference on Trade and Development (UNCTAD)	Geneva/Kathmandu/...	1 782
Director, United Nations Centre for Human Settlements (Habitat)	.../Geneva/Nairobi/...	156
Total, B		3 142
Grand total, A and B		13 761

a/ The points of ellipses in a given itinerary indicate that some legs of the itinerary were by the regular standard of accommodation and no exception was involved.

Annex III

EXCEPTIONS AUTHORIZED FOR EMINENT PERSONS

(1 July 1990-30 June 1991)

Designation of traveller	Itinerary	Additional cost
		$
A. First class		
1. Meetings of the Commission for Latin America and the Carribean on Development and Environment		
Former Head of State of Mexico	Mexico/Santiago/Mexico	491
Former Head of State of Ecuador	Quito/Santiago/Quito	223
Former Head of State of Ecuador	Quito/New York/Quito	242
Former Head of State of of Colombia	Bogota/Santiago/Bogota	282
Former Head of State of Costa Rica	San Jose/Santiago/San Jose	691
Former Head of State of Costa Rica	San Jose/New York/San Jose	157
Total, 1		2 086
2. Sasakawa Prize Selection Committee meeting		
Member, Selection Committee	Jeddah/Geneva/Jeddah	726
Member, Selection Committee	London/Geneva/London	293
Member, Selection Committee	London/Stockholm/London	1 528
Member, Selection Committee	Tokyo/Geneva/Tokyo	2 459
Member, Selection Committee	The Hague/Geneva/The Hague	403

Designation of traveller	Itinerary	Additional cost
		$
Member, Selection Committee	Bogota/Geneva/Bogota	1 698
Member, Selection Committee	Wilmington/Geneva/Wilmington	839
Total, 2		7 946
3. Eleventh session of the Intergovernmental Committee on Science and Technology for Development		
Director, Institute of Immunology of the National University of Colombia	Bogota/New York/Bogota	432
Total, 3		432
4. Iraq-Kuwait Boundary Demarcation Commission		
Former Foreign Minister of Indonesia	Jakarta/New York/Jakarta	6 000
Former Foreign Minister of Indonesia	Jakarta/Kuwait/Jakarta	3 210
Former Foreign Minister of of Indonesia	Jakarta/Geneva/Jakarta	5 510
Total, 4		14 720
5. Goodwill mission		
Goodwill Ambassador, UNICEF	Tokyo/Hong Kong/Dhaka/Tokyo	1 159
Total, 5		1 159
Total, A		26 343

Designation of traveller	Itinerary	Additional cost
		$
B. Business Class		
1. Study on the Intergovernmental Subsidiary Structure of the Economic and Social Commission for Asia and the Pacific (ESCAP)		
Director, Asia Department, Ministry of Foreign Affairs, Netherlands	Amsterdam/Bangkok/Amsterdam	277
Director, Asia Department Ministry of Foreign Affairs, Netherlands	Amsterdam/Bangkok/Amsterdam	338
Secretary for Directorate-General of Foreign Economic Relations, Indonesia	Jakarta/Bangkok/Jakarta	78
Secretary for Directorate-General of Foreign Economic Relations, Indonesia	Jakarta/Bangkok/Jakarta	82
Expert, China	.../Hong Kong/Bangkok/ Hong Kong/... a/	41
Expert, China	Beijing/Bangkok/Beijing	63
Chairman, National Development Bank of Sri Lanka	Colombo/Bangkok/Colombo	65
Expert, Japan	Tokyo/Bangkok/Tokyo	115
Expert, Japan	Tokyo/Bangkok/Tokyo	127
Expert	Seoul/Bangkok/Seoul	126
Expert	Seoul/Bangkok/Seoul	136
Expert, Philippines	Manila/Bangkok/Manila	72
Expert, Australia	Canberra/Bangkok/Canberra	444
Expert, Australia	.../Sydney/Bangkok/Sydney/...	431
Total, 1		2 395

Designation of traveller	Itinerary	Additional cost
		$
2. European Seminar on the Question of Palestine		
Senior Fellow, Council on Foreign Relations, United States of America	New York/Madrid/New York	1 650
Total, 2		1 650
3. Women and literacy production for the International Literacy Year 1990		
Participant	London/New York/London	3 705
Total, 3		3 705
Total, B		7 750
Grand total, A and B		34 093

a/ The points of ellipses in a given itinerary indicate that some legs of the itinerary were by the regular standard of accommodation and no exception was involved.

Annex IV

EXCEPTIONS AUTHORIZED FOR ARDUOUS JOURNEYS

(1 July 1990-30 June 1991)

Designation of traveller	Itinerary	Additional cost
		$
A. First class		
Secretary-General, UNCTAD	.../New York/Buenos Aires/... a/	841
Assistant Secretary-General, Executive Office of the Secretary-General	.../Singapore/New York	616
Total, A		1 457
B. Business class		
Scientist, Working Group, Global Environment Facility	Accra/Geneva/Accra	264
Scientist, Working Group, Global Environment Facility	Paris/Washington/Paris	970
Scientist, Working Group, Global Environment Facility	Santo Domingo/Washington/ Santo Domingo	50
Scientist, Working Group, Global Environment Facility	Mexico/Washington/Mexico	300
Scientist, Working Group, Global Environment Facility	London/Washington/London	1 314
Total, B		2 898
Grand total, A and B		4 355

a/ The points of ellipses in a given itinerary indicate that some legs of the itinerary were by the regular standard of accommodation and no exception was involved.

Annex V

EXCEPTIONS RELATING TO PREVIOUS REPORTING PERIODS

Reasons for exception	Designation of traveller	Itinerary	Additional cost
			$
A. First class			
(a) Standard of accommodation not available	Staff member, ESCAP	.../Bombay/ Colombo/... a/	34
	Participant, Ad Hoc Working Group on Southern Africa	.../Kinshasa/Geneva	746
(b) Eminent person	Former Prime Minister of Australia	Melbourne/Los Angeles/ New York/Washington/ London/Geneva/Cairo/ Singapore/Melbourne	1 581
Total, A			2 361
B. Business class			
Standard of accommodation not available	Staff member, and his spouse, UNHCR	Dar es Salaam/ Detroit/ Dar es Salaam	2 008
Total, B			2 008
Grand total, A and B			4 369

a/ The points of ellipses in a given itinerary indicate that some legs of the itinerary were by the regular standard of accommodation and no exception was involved.

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/46/3/Add.1
6 September 1991

ORIGINAL: ENGLISH

Forty-sixth session
FIFTH COMMITTEE
Item 108 of the provisional agenda*

PROGRAMME BUDGET FOR THE BIENNIUM 1990-1991

Standards of accommodation for air travel

Report of the Secretary-General

Addendum

1. In accordance with General Assembly resolution 45/248, section XIII, paragraph 3, of 21 December 1990, the Secretary-General reviewed the rules and procedures for the payment by the Organization of travel expenses and/or subsistence allowance to members of certain organs and subsidiary organs of the United Nations, with a view to ensuring consistency in travel arrangements within the United Nations. As a result of the above review, the Secretary-General revised the applicable rules with effect from 1 January 1991. The revised rules may be found in the Secretary-General's Bulletin ST/SGB/107/Rev.6 and are summarized in paragraph 2 for the information of the General Assembly.

2. The rules for payment of air travel expenses for representatives of Member States travelling in their official capacity to attend meetings of various intergovernmental bodies and for other United Nations official work were changed from the normal entitlement of economy class accommodation to the following, generally applicable, maximum entitlements:

(a) The cost of economy class accommodation for journeys of less than nine hours' duration;

---

* A/46/150.

(b) The cost of accommodation in the class immediately below first class for journeys exceeding nine hours' duration.

3. All other provisions in relation to travel, together with the payment of daily subsistence allowance at the standard travel subsistence allowance rate plus 40 per cent, remain unchanged.

4. The Secretary-General is of the view that the General Assembly's concern for consistency in travel arrangements within the United Nations, as expressed in its resolution 45/248, section XIII, has been met through the issuance of the above revised rules, and that there are no outstanding issues in this regard requiring the Assembly's attention at the present time.